DOCUMENT RESUME

ED 155 991 HE 010 069

TITLE A Rank-Order Distribution of Administrative Salaries Paid 1976-1977.

INSTITUTION Arkansas Univ., Fayetteville. Office of Institutional Research.

PUB DATE Dec 76

NOTE 131p.; Not available in hard copy due to marginal legibility of original document; for related documents see HE 010 067 and 068

AVAILABLE FROM Office of Institutional Research, University of Arkansas, Fayetteville, Arkansas 72701

EDRS PRICE MF-$0.83 Plus Postage. HC Not Available from EDRS.

DESCRIPTORS *Administrative Personnel; Employment Practices; Geographic Regions; Higher Education; *Multicampus Colleges; National Surveys; *Salaries; *Salary Differentials; *State Universities; Tables (Data)

ABSTRACT

Reported are the results of the tenth annual survey of twelve-month administrative salaries paid at 105 major state supported universities in the United States. The universities are a representative group of institutions at the doctorate-granting level in 47 states. The universities are not identified with their salaries, but are rank-ordered within subgroups. Part one presents salaries paid among the participating universities. Part two shows salaries by region, and part three shows the salaries paid to university system officers. (MSE)

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INTRODUCTION

This study represents the tenth annual survey conducted by the University of Arkansas of twelve-month administrative salaries paid at major state-supported universities in the United States. The universities invited to participate comprise a representative group of public institutions at the doctorate-granting level. To provide anonymity, the universities are not identified with their salaries; but to facilitate comparison of a participant's relative standing with other universities, the data are distributed by rank-order. When the number of responding institutions in a particular group was less than three, the data were omitted.

There are three parts to this study. The first part is presented in a table providing the salaries paid among all participating universities. Questionnaires were sent to one hundred twenty-four universities in fifty states, and replies were received from one hundred seven in forty-seven states; however, two of those replies were received too late to be included.

The second part is presented in a series of tables showing the salaries paid among the one hundred five participants arranged into the ten regions as defined by the Equal Employment Opportunity Commission. The responding universities comprising each of the ten regions are enumerated at the beginning of the respective section for each region.

The third part of the study is contained in a table showing the salaries paid university system officers. A university system for purposes of this survey is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-three university systems in twenty-eight states, and replies were received from twenty-four systems in twenty states. Two additional replies were received too late to be included.

The University of Arkansas wishes to thank all respondents for participating. Our purpose has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES

This table summarizes the date for one hundred five universities in forty-seven states. For making these data available, the University of Arkansas is grateful to the following universities:

Arizona State University
Auburn University
Ball State University
Bowling Green State University
Clemson University
Cleveland State University
Colorado State University
Florida Atlantic University
Florida State University
Georgia State University
Idaho State University
Illinois State University
Indiana State University
Indiana University
Indiana University of Pennsylvania
Iowa State University of Science and Technology
Kansas State University
Kent State University
Louisiana State University
Memphis State University
Miami University
Michigan State University
Mississippi State University
Montana State University
New Mexico State University
North Carolina State University
North Dakota State University
North Texas State University
Northern Arizona University
Northern Illinois University
Ohio State University
Ohio University
Oklahoma State University
Oregon State University
Portland State University
Purdue University
Rutgers, The State University
South Dakota State University
Southern Illinois University-Carbondale
Southern Illinois University-Edwardsville
State University of New York-Binghamton
State University of New York-Buffalo
Texas A&M University
University of Akron
University of Alabama-Main University
University of Alabama-Huntsville
University of Arizona
University of Arkansas
University of California-Berkeley
University of California-Davis
University of California-Riverside
University of California-San Diego
University of California-Santa Barbara
University of Colorado
University of Connecticut
University of Delaware
University of Florida
University of Georgia
University of Hawaii

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES

University of Houston
University of Idaho
University of Illinois-Urbana
University of Illinois-Chicago Circle
University of Iowa
University of Kansas
University of Kentucky
University of Louisville
University of Maine
University of Maryland
University of Massachusetts
University of Michigan
University of Minnesota
University of Mississippi
University of Missouri-Columbia
University of Missouri-Kansas City
University of Missouri-St. Louis
University of Montana
University of Nebraska
University of Nevada
University of New Mexico
University of North Carolina
University of North Dakota
University of Northern Colorado
University of Oklahoma
University of Oregon
University of Rhode Island
University of South Carolina
University of South Dakota
University of South Florida
University of Southern Mississippi
University of Texas-Austin
University of Toledo
University of Utah
University of Vermont
University of Virginia
University of Washington
University of Wisconsin-Milwaukee
University of Wyoming
Utah State University
Virginia Polytechnic Institute and State University
Washington State University
Wayne State University
West Virginia University
Western Michigan University
Wichita State University

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

PRESIDENT (CHANCELLOR) OF A SYSTEM
OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	71,429
2	63,089
3	63,000
4	62,500
5	62,500
6	62,658
7	53,930
8	51,775
9	49,500
10	47,500
11	47,357
12	47,004
13	47,000
14	46,000
15	44,500
16	44,300
17	44,079
18	42,500
19	42,001
20	41,000
21	40,000
AVERAGE	51,050

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TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

PRESIDENT (CHANCELLOR) OF A
SINGLE UNIT INSTITUTION

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	60,000	31	51,252	61	44,079
2	60,000	32	51,100	62	44,000
3	58,800	33	51,000	63	44,000
4	57,316	34	51,000	64	43,593
5	57,315	35	51,000	65	43,500
6	56,575	36	50,880	66	43,500
7	56,075	37	50,000	67	43,000
8	55,500	38	50,000	68	43,000
9	55,000	39	50,000	69	42,500
10	55,000	40	49,788	70	42,500
11	54,400	41	49,700	71	42,000
12	54,000	42	49,300	72	41,200
13	54,000	43	49,000	73	40,400
14	53,800	44	48,300	74	39,900
15	53,300	45	48,300	75	39,808
16	53,000	46	48,204	76	39,808
17	53,000	47	48,000	77	39,807
18	53,000	48	48,000	78	39,270
19	53,000	49	48,000	79	39,000
20	52,750	50	48,000	80	39,000
21	52,500	51	47,800	81	38,000
22	52,500	52	47,750	82	37,716
23	52,000	53	47,500	83	37,500
24	52,000	54	47,408	AVERAGE	48,545
25	52,000	55	47,000		
26	52,000	56	46,804		
27	52,000	57	46,200		
28	51,950	58	46,000		
29	51,600	59	44,500		
30	51,500	60	44,500		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	62,328	31	42,800	61	37,500
2	53,004	32	42,700	62	37,500
3	52,600	33	42,500	63	37,400
4	50,400	34	42,500	64	37,000
5	50,000	35	42,500	65	37,000
6	49,300	36	42,500	66	36,758
7	49,000	37	42,500	67	36,200
8	49,000	38	42,500	68	36,006
9	47,900	39	42,360	69	36,000
10	47,700	40	42,300	70	35,490
11	47,400	41	42,000	71	35,360
12	46,500	42	42,000	72	35,000
13	46,200	43	41,805	73	34,640
14	46,000	44	41,800	74	34,000
15	45,000	45	41,500	75	33,700
16	45,000	46	41,500	76	32,750
17	45,000	47	41,435	77	32,500
18	45,000	48	41,000	78	30,850
19	44,500	49	41,000	AVERAGE	41,947
20	44,500	50	40,850		
21	44,100	51	40,620		
22	44,000	52	40,000		
23	43,920	53	40,000		
24	43,700	54	40,000		
25	43,700	55	39,700		
26	43,500	56	39,500		
27	43,464	57	39,000		
28	43,320	58	38,909		
29	43,116	59	38,500		
30	42,995	60	38,000		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

ACADEMIC OFFICERS=
PROVOST

RANK	SALARY	RANK	SALARY
1	53,004	27	38,390
2	52,750	28	38,325
3	50,808	29	37,500
4	49,000	30	32,000
5	49,000	31	31,900
6	48,600	AVERAGE	42,661
7	47,700		
8	46,700		
9	45,000		
10	44,000		
11	43,500		
12	43,000		
13	42,923		
14	42,500		
15	42,000		
16	42,000		
17	41,500		
18	41,400		
19	40,860		
20	40,800		
21	40,600		
22	40,000		
23	39,938		
24	39,168		
25	39,000		
26	38,720		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

ACADEMIC OFFICERS:
DEAN OF FACULTIES OR INSTRUCTION

RANK	SALARY
1	46,000
2	42,700
3	39,000
4	37,500
5	37,050
6	36,600
7	35,500
8	35,360
9	34,608
10	33,200
11	31,700
AVERAGE	37,111

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS
(FINANCE)

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	65,500	31	40,704	61	35,000
2	50,250	32	40,639	62	35,000
3	49,728	33	40,449	63	34,900
4	49,000	34	40,300	64	34,740
5	47,508	35	40,000	65	34,320
6	46,600	36	40,000	66	34,000
7	46,400	37	40,000	67	34,000
8	46,000	38	39,700	68	33,550
9	45,500	39	39,600	69	33,480
10	44,500	40	39,250	70	33,000
11	44,500	41	39,168	71	33,000
12	44,500	42	38,550	72	33,000
13	44,200	43	38,000	73	33,000
14	44,100	44	38,000	74	32,000
15	44,000	45	37,512	75	31,908
16	43,150	46	37,500	76	31,900
17	42,640	47	37,288	77	31,000
18	42,607	48	37,250	78	30,000
19	42,500	49	37,250	AVERAGE	39,449
20	42,460	50	37,000		
21	42,300	51	37,000		
22	42,131	52	36,795		
23	42,075	53	36,600		
24	41,500	54	36,504		
25	41,500	55	36,500		
26	41,435	56	36,200		
27	41,200	57	35,508		
28	41,000	58	35,490		
29	40,900	59	35,000		
30	40,788	60	35,000		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY	RANK	SALARY
1	37,700	27	24,925
2	37,250	28	24,725
3	35,400	29	24,324
4	35,000	30	24,300
5	34,000	31	24,100
6	33,600	32	24,092
7	32,280	33	23,947
8	31,000	34	23,500
9	30,758	35	23,500
10	30,750	36	23,400
11	30,750	37	22,400
12	30,400	38	22,250
13	30,168	39	21,456
14	30,000	40	21,300
15	29,750	41	20,912
16	29,100	42	18,200
17	28,600	AVERAGE	27,540
18	28,500		
19	28,176		
20	28,174		
21	27,500		
22	27,000		
23	26,700		
24	25,920		
25	25,600		
26	25,356		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	40,689	31	28,132	61	23,100
2	36,400	32	27,750	62	23,052
3	35,676	33	27,700	63	22,746
4	35,672	34	27,700	64	22,670
5	35,250	35	27,500	65	22,500
6	35,000	36	27,417	66	22,461
7	34,000	37	27,300	67	21,840
8	33,622	38	27,145	68	21,700
9	33,225	39	26,955	69	21,500
10	33,060	40	26,600	70	21,200
11	32,532	41	26,300	71	20,802
12	32,040	42	26,212	72	20,620
13	32,000	43	26,000	73	19,566
14	31,500	44	26,000	AVERAGE	27,645
15	30,660	45	25,920		
16	30,600	46	25,700		
17	30,600	47	25,600		
18	30,528	48	25,500		
19	30,500	49	25,400		
20	30,100	50	25,250		
21	30,000	51	25,250		
22	30,000	52	25,228		
23	30,000	53	25,000		
24	29,451	54	25,000		
25	29,412	55	25,000		
26	29,150	56	24,331		
27	29,140	57	24,200		
28	29,000	58	23,800		
29	28,740	59	23,666		
30	28,730	60	23,500		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF T[illegible]ELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE H[illegible]NDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	41,040
2	41,000
3	38,568
4	37,500
5	32,280
6	32,000
7	31,000
8	29,750
9	28,500
10	27,300
11	25,000
12	24,380
13	24,000
14	21,948
15	21,400
AVERAGE	30,378

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	38,000	27	27,000	53	21,650
2	37,368	28	26,600	54	21,200
3	33,962	29	26,200	55	21,078
4	33,876	30	26,197	56	21,000
5	32,868	31	26,000	57	20,500
6	32,500	32	25,550	58	20,425
7	32,000	33	25,533	59	20,400
8	31,800	34	25,500	60	20,003
9	31,665	35	25,300	61	19,842
10	31,480	36	25,000	62	19,200
11	31,416	37	25,000	63	19,140
12	31,080	38	24,600	64	18,000
13	30,528	39	24,500	65	16,303
14	30,200	40	24,100	66	14,040
15	30,200	41	24,000	AVERAGE	25,979
16	29,950	42	24,000		
17	29,280	43	24,000		
18	29,208	44	23,903		
19	29,169	45	23,770		
20	29,000	46	23,520		
21	29,000	47	23,509		
22	28,600	48	23,213		
23	28,336	49	23,200		
24	28,000	50	22,800		
25	27,972	51	22,327		
26	27,250	52	21,800		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	46,500	27	37,462	53	34,500
2	45,000	28	37,440	54	34,320
3	43,525	29	37,400	55	33,960
4	42,600	30	37,350	56	33,700
5	42,500	31	37,000	57	33,588
6	41,470	32	36,792	58	33,555
7	41,316	33	36,750	59	33,550
8	41,208	34	36,500	60	33,500
9	40,700	35	36,421	61	33,480
10	40,500	36	36,000	62	33,350
11	40,000	37	36,000	63	33,200
12	38,934	38	36,000	64	33,000
13	38,700	39	36,000	65	33,000
14	38,500	40	35,910	66	32,900
15	38,400	41	35,800	67	32,532
16	38,400	42	35,700	68	32,500
17	38,300	43	35,620	69	31,600
18	38,226	44	35,500	70	31,250
19	38,040	45	35,500	71	31,230
20	38,000	46	35,500	72	31,000
21	38,000	47	35,410	73	30,576
22	38,000	48	35,000	74	30,100
23	38,000	49	34,908	75	30,000
24	37,770	50	34,900	76	30,000
25	37,548	51	34,500	77	29,000
26	37,500	52	34,500	AVERAGE	36,149

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	36,500	27	28,302	53	24,000
2	35,760	28	28,224	54	24,000
3	35,000	29	28,081	55	23,850
4	33,803	30	27,552	56	23,800
5	33,672	31	27,432	57	23,500
6	33,300	32	27,300	58	23,320
7	32,550	33	27,250	59	23,200
8	31,882	34	27,200	60	23,000
9	31,600	35	27,000	61	22,250
10	31,400	36	27,000	62	22,050
11	31,000	37	26,800	63	21,900
12	31,000	38	26,461	64	21,028
13	30,950	39	26,305	65	20,316
14	30,568	40	26,000	66	15,804
15	30,564	41	25,800		
16	30,450	42	25,776	AVERAGE	27,370
17	30,130	43	25,656		
18	30,000	44	25,400		
19	30,000	45	25,085		
20	29,640	46	25,000		
21	29,312	47	25,000		
22	29,280	48	25,000		
23	29,160	49	24,600		
24	29,000	50	24,500		
25	28,560	51	24,083		
26	28,500	52	24,027		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES

STUDENT AFFAIRS OFFICERS: DEAN OF MEN		STUDENT AFFAIRS OFFICERS: DEAN OF WOMEN		ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	30,948	1	29,280	1	54,000
2	27,800	2	27,664	2	52,520
3	27,664	3	26,400	3	50,000
4	26,400	4	26,244	4	50,000
5	26,244	5	23,460	5	48,500
6	23,765	6	23,250	6	48,367
7	23,650	7	23,100	7	47,700
8	23,364	8	21,370	8	46,000
9	21,370	9	21,250	9	45,900
10	21,000	10	20,676	10	45,500
11	19,000	11	20,551	11	45,410
12	17,796	12	19,632	12	45,400
13	15,900	13	19,000	13	45,200
14	15,180	14	18,372	14	44,300
		15	17,880	15	44,150
AVERAGE	22,863	16	17,000	16	43,230
		17	16,435	17	40,080
		18	15,900	18	38,000
		AVERAGE	21,526	19	37,500
				20	36,000
				21	36,000
				22	33,522
				23	33,000
				AVERAGE	43,925

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT				ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF ADMINISTRATION	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	47,700	27	34,750	1	40,700
2	47,400	28	33,626	2	35,354
3	44,900	29	33,462	3	33,429
4	44,000	30	33,000	4	29,080
5	43,250	31	32,600	5	24,800
6	42,756	32	32,600	AVERAGE	32,673
7	41,051	33	31,900		
8	41,000	34	31,100		
9	41,000	AVERAGE	38,441		
10	40,700				
11	40,500				
12	40,500				
13	40,240				
14	40,000				
15	40,000				
16	39,648				
17	39,400				
18	39,000				
19	37,950				
20	37,500				
21	37,500				
22	36,500				
23	35,850				
24	35,800				
25	35,000				
26	34,800				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	44,100	27	30,000	53	23,484
2	43,000	28	29,750	54	23,000
3	41,250	29	29,700	55	22,750
4	36,900	30	29,500	56	22,720
5	36,250	31	29,400	57	22,500
6	36,000	32	29,184	58	22,000
7	36,000	33	28,812	59	22,000
8	35,400	34	28,723	60	21,500
9	34,767	35	27,960	61	21,500
10	33,754	36	27,900	62	21,360
11	33,583	37	27,875	63	21,185
12	33,480	38	27,800	64	21,050
13	33,400	39	27,100	65	20,556
14	33,000	40	27,060	66	20,000
15	32,600	41	27,000	67	20,000
16	32,500	42	27,000	68	19,795
17	32,400	43	26,736	69	19,320
18	32,000	44	26,700	70	19,213
19	31,820	45	26,400	71	18,100
20	31,500	46	25,950	72	17,400
21	31,476	47	25,700	73	17,000
22	31,316	48	25,200	74	15,840
23	31,200	49	24,924	AVERAGE	27,728
24	31,000	50	24,700		
25	30,528	51	24,454		
26	30,500	52	24,255		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES

ADMINISTRATIVE OPERATIONS OFFICERS: VICE PRESIDENT FOR PLANNING AND BUDGETING

RANK	SALARY
1	42,131
2	41,500
3	40,080
4	38,400
5	37,640
AVERAGE	39,950

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	45,888
2	41,316
3	38,952
4	37,000
5	36,500
6	36,000
7	35,900
8	35,220
9	33,200
10	32,000
11	27,000
12	15,375
AVERAGE	34,521

TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	33,750	27	26,000	53	20,500
2	32,000	28	25,992	54	20,400
3	31,400	29	25,601	55	20,010
4	31,140	30	25,500	56	19,700
5	30,768	31	25,500	57	19,600
6	30,500	32	25,356	58	19,586
7	30,305	33	25,200	59	19,308
8	30,000	34	25,165	60	19,250
9	29,900	35	24,780	61	19,214
10	29,700	36	24,552	62	18,800
11	29,592	37	24,525	63	18,036
12	28,800	38	23,903	64	17,650
13	28,500	39	23,800	65	17,089
14	28,000	40	23,568	66	16,002
15	27,950	41	23,200	67	14,548
16	27,720	42	22,800	AVERAGE	24,532
17	27,700	43	22,775		
18	27,432	44	22,680		
19	27,320	45	22,170		
20	27,080	46	22,000		
21	27,020	47	22,000		
22	27,000	48	21,872		
23	27,000	49	21,794		
24	26,820	50	21,372		
25	26,508	51	20,900		
26	26,500	52	20,663		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

VICE PRESIDENT FOR UNIVERSITY RELATIONS		PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS		VICE PRESIDENT FOR DEVELOPMENT	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	50,048	1	34,800	1	44,260
2	48,500	2	30,801	2	43,500
3	44,200	3	30,768	3	43,200
4	43,500	4	30,156	4	40,800
5	42,640	5	30,004	5	40,500
6	42,600	6	29,600	6	40,000
7	42,012	7	28,700	7	38,800
8	39,000	8	28,008	8	38,200
9	38,500	9	28,000	9	38,000
10	38,000	10	27,600	10	37,500
11	37,755	11	27,040	11	37,312
12	37,754	12	27,000	12	37,000
13	35,000	13	26,682	13	36,960
14	34,950	14	26,416	14	36,500
15	34,532	15	26,004	15	36,000
16	33,750	16	25,486	16	35,150
17	33,700	17	25,000	17	35,000
18	33,433	18	23,400	18	34,000
19	28,100	19	21,990	19	34,000
20	27,300	20	21,929	20	33,522
21	27,000	21	21,400	21	32,016
		22	19,681	22	31,900
AVERAGE	37,727	23	18,800	23	31,450
		24	17,900	24	26,250
		25	17,500		
		26	16,792	AVERAGE	36,743
		AVERAGE	25,441		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	40,488	27	27,500	53	20,676
2	39,700	28	27,400	54	19,560
3	38,700	29	27,320	55	19,400
4	38,300	30	27,264	56	19,044
5	38,000	31	26,947	57	18,700
6	37,440	32	26,900	58	18,612
7	33,000	33	26,892	AVERAGE	27,743
8	32,795	34	26,716		
9	32,023	35	26,500		
10	31,836	36	26,400		
11	31,800	37	26,400		
12	31,000	38	26,004		
13	30,960	39	26,000		
14	30,850	40	25,575		
15	30,768	41	25,000		
16	30,500	42	24,794		
17	30,144	43	24,500		
18	30,000	44	24,005		
19	30,000	45	23,400		
20	29,600	46	23,155		
21	29,500	47	23,153		
22	29,000	48	23,000		
23	29,000	49	22,360		
24	28,260	50	22,200		
25	28,100	51	22,200		
26	28,008	52	21,843		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY	RANK	SALARY
1	53,500	27	34,500
2	47,800	28	33,000
3	47,700	29	32,250
4	45,476	30	32,000
5	45,250	31	30,600
6	45,000	32	26,758
7	44,200	AVERAGE	39,823
8	42,475		
9	42,000		
10	41,900		
11	41,870		
12	40,800		
13	40,800		
14	40,620		
15	40,500		
16	40,500		
17	40,000		
18	40,000		
19	40,000		
20	39,648		
21	39,600		
22	38,000		
23	37,500		
24	37,400		
25	36,500		
26	36,200		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	40,000	27	31,327	53	22,200
2	39,500	28	31,080	54	22,000
3	38,484	29	30,803	55	22,000
4	36,700	30	30,500	56	21,400
5	36,180	31	30,324	57	20,950
6	36,176	32	30,290	58	20,100
7	36,000	33	29,200	59	20,004
8	35,750	34	29,000	60	19,095
9	34,790	35	29,000	61	18,400
10	34,650	36	28,992	AVERAGE	29,403
11	34,500	37	28,976		
12	34,500	38	28,000		
13	33,800	39	28,000		
14	33,696	40	27,729		
15	33,600	41	27,501		
16	33,500	42	27,199		
17	33,000	43	26,772		
18	32,824	44	26,500		
19	32,592	45	26,001		
20	32,417	46	25,800		
21	32,300	47	24,100		
22	32,263	48	24,039		
23	32,040	49	23,800		
24	32,021	50	22,824		
25	32,000	51	22,548		
26	31,440	52	22,280		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

RESEARCH OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ANALYSES		RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	40,000	1	39,000	27	26,000
2	34,400	2	37,020	28	26,000
3	28,000	3	35,768	29	25,900
		4	35,500	30	25,725
AVERAGE	34,133	5	34,650	31	25,356
		6	33,288	32	25,197
		7	32,500	33	25,100
		8	32,230	34	25,000
		9	31,600	35	24,600
		10	31,500	36	24,504
		11	31,188	37	24,500
		12	30,900	38	23,690
		13	30,883	39	23,383
		14	30,395	40	22,920
		15	30,150	41	22,620
		16	29,893	42	22,560
		17	29,400	43	22,230
		18	29,000	44	21,840
		19	28,500	45	21,000
		20	28,080	46	20,800
		21	28,000	47	20,560
		22	27,200	48	19,900
		23	27,100	49	19,692
		24	26,611	50	18,972
		25	26,600	51	18,200
		26	26,500	52	18,000
				53	15,000
				54	13,633
				AVERAGE	26,410

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	49,350	31	39,000	61	34,269
2	49,000	32	39,503	62	34,200
3	47,052	33	39,050	63	34,000
4	46,700	34	39,020	64	33,900
5	46,500	35	39,000	65	33,430
6	45,800	36	39,000	66	33,200
7	45,100	37	38,870	67	33,000
8	45,000	38	38,800	68	32,800
9	44,625	39	38,800	69	32,568
10	44,200	40	38,500	70	32,500
11	44,100	41	38,500	71	32,400
12	44,000	42	38,400	72	32,342
13	43,008	43	38,160	73	32,250
14	42,500	44	38,040	74	32,196
15	42,000	45	38,000	75	32,000
16	42,000	46	37,950	76	31,284
17	41,951	47	37,903	77	31,224
18	41,700	48	37,900	78	30,500
19	41,544	49	37,200	79	30,000
20	41,500	50	37,000	80	24,804
21	41,000	51	36,924		
22	41,000	52	36,700	AVERAGE	38,330
23	40,680	53	36,500		
24	40,560	54	36,420		
25	40,500	55	36,410		
26	40,450	56	36,400		
27	40,300	57	36,040		
28	40,300	58	35,800		
29	40,000	59	35,500		
30	40,000	60	34,900		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY	RANK	SALARY
1	45,000	27	32,950
2	44,500	28	32,500
3	42,479	29	31,700
4	42,000	30	31,430
5	41,376	31	31,000
6	40,848	32	30,950
7	40,000	33	30,900
8	38,350	34	30,000
9	38,283	35	29,875
10	38,000	36	25,125
11	37,500	AVERAGE	35,748
12	37,000		
13	36,480		
14	36,438		
15	36,410		
16	36,234		
17	35,977		
18	35,968		
19	35,876		
20	35,700		
21	35,500		
22	35,500		
23	34,080		
24	34,000		
25	33,500		
26	33,500		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY	RANK	SALARY
1	46,700	27	37,000
2	45,700	28	37,000
3	45,200	29	36,500
4	45,048	30	35,500
5	45,000	31	35,280
6	44,925	32	35,004
7	44,500	33	34,585
8	44,000	34	34,300
9	43,719	35	34,116
10	43,500	36	33,600
11	42,500	37	33,561
12	42,000	38	33,500
13	42,000	39	33,000
14	41,500	40	32,268
15	41,000	41	31,925
16	40,500	42	30,180
17	40,008	43	29,000
18	40,000	44	28,500
19	39,780	AVERAGE	38,403
20	39,500		
21	39,200		
22	38,700		
23	38,400		
24	37,600		
25	37,498		
26	37,048		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	49,475	32	39,538	62	35,000
2	49,000	33	38,992	63	35,000
3	47,500	34	38,700	64	35,000
4	46,700	35	38,500	65	34,900
5	46,092	36	38,335	66	34,476
6	45,168	37	38,150	67	34,000
7	45,000	38	38,100	68	33,535
8	44,460	39	38,004	69	33,530
9	43,800	40	37,543	70	33,521
10	43,500	41	37,500	71	33,500
11	43,150	42	37,440	72	33,500
12	43,050	43	37,020	73	33,250
13	42,640	44	37,000	74	33,000
14	42,300	45	36,750	75	33,000
15	42,115	46	36,600	76	32,750
16	42,034	47	36,504	77	32,700
17	42,000	48	36,500	78	32,342
18	41,500	49	36,410	79	32,100
19	41,500	50	36,400	80	32,000
20	41,250	51	36,100	81	31,860
21	41,000	52	36,000	82	31,800
22	41,000	53	36,000	83	31,600
23	40,770	54	35,850	84	31,500
24	40,300	55	35,760	85	31,000
25	40,200	56	35,700	86	30,336
26	40,125	57	35,700	87	30,000
27	40,000	58	35,700	88	30,000
28	40,000	59	35,700	89	29,800
29	39,940	60	35,640	90	29,376
30	39,896	61	35,500	91	28,609
31	39,600			AVERAGE	37,420

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	42,504	31	34,450	61	26,071
2	41,534	32	34,150	62	26,000
3	41,400	33	34,008	63	25,813
4	41,000	34	34,005	64	25,200
5	40,550	35	33,760	65	25,008
6	39,000	36	33,600	66	25,000
7	39,000	37	33,500	67	24,441
8	38,600	38	33,300	68	24,300
9	38,500	39	33,200	69	24,120
10	38,000	40	33,000	70	24,040
11	37,768	41	32,550	71	23,076
12	37,700	42	32,437	72	23,000
13	37,200	43	32,100	73	23,000
14	37,160	44	31,807	74	23,000
15	37,147	45	31,724	75	22,500
16	37,050	46	31,700	76	22,250
17	37,000	47	31,500	77	22,112
18	36,900	48	31,400	78	21,549
19	36,700	49	31,300	79	21,500
20	36,700	50	31,080	80	21,450
21	36,500	51	30,252	81	20,200
22	36,438	52	30,000	82	19,800
23	36,000	53	28,080	83	18,720
24	35,640	54	28,000	84	16,500
25	35,100	55	27,420		
26	34,900	56	27,252	AVERAGE	31,007
27	34,770	57	27,000		
28	34,600	58	26,445		
29	34,500	59	26,403		
30	34,474	60	26,300		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS):
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY
1	47,880
2	47,700
3	45,000
4	44,400
5	41,600
6	41,000
7	39,940
8	39,120
9	37,289
10	36,500
11	34,499
12	33,561
13	33,504
14	32,200
15	31,000
16	28,485
17	27,100
AVERAGE	37,693

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	51,268	26	39,400	51	36,000	76	33,000
2	45,000	27	39,300	52	35,900	77	33,000
3	45,000	28	39,218	53	35,855	78	33,000
4	44,000	29	39,100	54	35,800	79	32,711
5	43,608	30	38,820	55	35,800	80	32,703
6	43,206	31	38,700	56	35,760	81	32,550
7	43,000	32	38,450	57	35,750	82	32,500
8	43,000	33	38,500	58	35,640	83	32,400
9	42,880	34	38,500	59	35,500	84	31,737
10	42,744	35	38,400	60	35,500	85	31,724
11	42,700	36	38,004	61	35,436	86	31,250
12	42,024	37	37,900	62	35,400	87	31,000
13	41,700	38	37,500	63	35,400	88	30,924
14	41,600	39	37,440	64	35,000	89	30,500
15	41,534	40	37,000	65	34,500	90	30,000
16	41,000	41	36,892	66	34,500	91	29,000
17	40,900	42	36,700	67	34,440	92	29,000
18	40,500	43	36,700	68	34,191	93	28,474
19	40,000	44	36,700	69	34,125	94	27,900
20	40,000	45	36,600	70	34,000	95	25,000
21	39,900	46	36,500	71	33,840	96	21,480
22	39,900	47	36,500	72	33,500	97	19,123
23	39,700	48	36,410	73	33,230	AVERAGE	36,356
24	39,684	49	36,250	74	33,200		
25	39,500	50	36,200	75	33,000		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	52,788	27	40,200	53	35,739
2	52,602	28	40,000	54	35,700
3	49,000	29	40,000	55	35,450
4	47,500	30	40,000	56	35,298
5	47,500	31	40,000	57	35,000
6	46,200	32	40,000	58	34,800
7	45,700	33	39,900	59	34,500
8	44,700	34	39,894	60	34,499
9	44,500	35	39,764	61	34,490
10	44,400	36	39,750	62	34,431
11	44,300	37	39,200	63	34,116
12	43,968	38	39,000	64	34,000
13	43,503	39	39,000	65	34,000
14	43,500	40	39,000	66	33,964
15	43,200	41	38,800	67	33,850
16	42,500	42	38,500	68	33,600
17	42,000	43	38,200	69	33,503
18	41,392	44	37,900	70	33,000
19	41,274	45	37,824	71	31,883
20	41,200	46	37,500	72	31,800
21	41,000	47	37,500	73	31,647
22	41,000	48	37,380	74	31,558
23	40,800	49	37,048	75	29,000
24	40,800	50	36,700	76	28,000
25	40,500	51	36,568	77	27,420
26	40,500	52	36,060	78	16,900
				AVERAGE	38,464

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	39,168
2	39,000
3	38,750
4	38,000
5	37,700
6	37,522
7	37,500
8	37,380
9	36,900
10	36,700
11	36,410
12	36,150
13	36,048
14	36,036
15	35,900
16	35,450
17	35,400
18	35,350
19	35,000
20	34,700
21	34,608
22	34,133
23	34,100
24	33,530
25	33,425
26	32,400
27	32,100
28	31,800
29	31,500
30	31,000
31	31,000
32	30,800
33	30,000
34	30,000
35	29,875
36	29,650
37	29,400
38	29,400
39	29,148
40	28,192
41	27,500
42	26,100
AVERAGE	33,681

DEANS (DIRECTORS): FORESTRY

RANK	SALARY
1	42,144
2	41,300
3	40,008
4	40,000
5	39,300
6	37,500
7	37,050
8	36,000
9	35,005
10	35,004
11	33,277
12	32,830
13	31,600
14	31,000
15	30,800
16	28,524
17	28,425
AVERAGE	35,280

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	59,732	24	39,648	47	35,800	70	33,800
2	49,078	25	39,600	48	35,750	71	33,800
3	47,800	26	39,400	49	35,700	72	33,600
4	45,492	27	39,384	50	35,640	73	33,488
5	45,450	28	39,200	51	35,550	74	33,280
6	45,400	29	39,107	52	35,070	75	33,000
7	45,250	30	39,000	53	35,004	76	33,000
8	45,000	31	39,000	54	35,000	77	33,000
9	44,928	32	39,000	55	35,000	78	31,900
10	44,200	33	38,701	56	35,000	79	31,900
11	43,200	34	38,500	57	34,900	80	31,500
12	42,994	35	38,100	58	34,650	81	31,020
13	42,500	36	38,000	59	34,500	82	31,000
14	42,475	37	38,000	60	34,500	83	30,503
15	42,150	38	37,500	61	34,500	84	30,000
16	41,951	39	37,320	62	34,440	85	30,000
17	41,771	40	37,050	63	34,300	86	29,808
18	41,524	41	37,000	64	34,250	87	29,151
19	40,500	42	36,750	65	34,150	88	29,000
20	40,300	43	36,415	66	34,056	89	28,896
21	40,000	44	36,266	67	34,020	90	26,500
22	39,900	45	36,155	68	33,955	91	26,093
23	39,750	46	36,000	69	33,924	92	23,450
						AVERAGE	36,824

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS): HOME ECONOMICS				DEANS (DIRECTORS): HUMANITIES	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	40,900	27	31,850	1	45,800
2	40,500	28	30,910	2	45,700
3	40,300	29	30,300	3	45,000
4	40,000	30	30,000	4	44,100
5	39,500	31	29,800	5	44,000
6	39,378	32	29,550	6	43,008
7	38,760	33	29,294	7	38,800
8	38,000	34	29,200	8	36,920
9	37,294	35	28,450	9	36,300
10	37,218	36	27,500	10	31,000
11	36,300	37	27,000	11	25,872
12	36,000	38	26,200	AVERAGE	39,682
13	35,760	39	24,400		
14	35,700	40	24,005		
15	35,360	41	20,700		
16	35,150	AVERAGE	33,229		
17	35,000				
18	34,900				
19	34,800				
20	34,005				
21	33,826				
22	33,500				
23	33,500				
24	33,000				
25	32,580				
26	32,000				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS		DEANS (DIRECTORS): LAW			
RANK	SALARY	RANK	SALARY		
1	46,550	1	58,520	27	41,500
2	42,000	2	55,000	28	41,500
3	39,400	3	52,000	29	41,000
4	39,100	4	50,300	30	40,700
5	38,750	5	49,502	31	40,500
6	38,200	6	48,624	32	40,000
7	37,968	7	48,500	33	40,000
8	37,100	8	48,000	34	39,500
9	36,000	9	47,000	35	39,162
10	36,000	10	46,600	36	38,004
11	36,000	11	46,200	37	37,500
12	35,090	12	46,000	38	37,100
13	35,000	13	45,900	39	37,000
14	35,000	14	45,648	40	36,750
15	34,000	15	45,000	41	35,800
16	33,800	16	45,000	42	34,840
17	33,720	17	44,568	43	34,700
18	33,000	18	43,680	44	34,687
19	32,550	19	43,557	45	34,056
20	32,004	20	43,500	46	34,000
21	31,158	21	42,823	47	33,044
22	28,940	22	42,350	48	32,940
23	28,920	23	42,108	49	31,500
24	28,750	24	42,000		
25	28,700	25	42,000	AVERAGE	42,084
26	26,654	26	41,958		
27	24,145				
28	22,433				
AVERAGE	33,962				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	43,000
2	41,250
3	40,300
4	35,604
5	33,522
6	31,000
7	30,600
AVERAGE	36,468

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	41,534
2	39,432
3	38,000
4	37,200
5	36,000
6	35,852
7	35,136
8	34,900
9	34,800
10	34,451
11	34,445
12	33,876
13	33,869
14	32,520
15	31,720
16	31,700
17	31,675
18	31,600
19	31,350
20	31,080
21	30,887
22	30,050
23	30,000
24	30,000
25	28,000
26	27,500
27	27,084
28	25,992
29	25,000
30	18,200
AVERAGE	32,139

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS): NURSING				DEANS (DIRECTORS): SCIENCE/TECHNOLOGY	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	60,836	27	33,000	1	45,700
2	47,748	28	32,760	2	45,200
3	43,050	29	32,542	3	44,000
4	40,600	30	32,500	4	43,848
5	40,500	31	32,300	5	43,600
6	40,125	32	32,268	6	43,200
7	39,900	33	32,004	7	42,500
8	37,000	34	31,993	8	42,000
9	36,960	35	31,700	9	40,500
10	36,960	36	30,821	10	39,225
11	36,[illegible]	37	30,576	11	38,280
12	36,700	38	30,255	12	38,000
13	36,445	39	30,000	13	37,250
14	36,396	40	30,000	14	37,100
15	36,061	41	30,000	15	36,050
16	36,000	42	30,000	16	35,500
17	36,000	43	30,000	17	35,286
18	35,700	44	29,300	18	33,600
19	35,448	45	28,200	19	33,556
20	35,000	46	28,000	20	33,252
21	35,000	47	28,000	21	32,615
22	34,700	48	27,000	22	30,670
23	34,311	49	23,200	23	29,550
24	33,926	50	23,000		
25	33,250	51	22,462	AVERAGE	38,282
26	33,000				
		AVERAGE	33,927		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	51,471
2	49,000
3	44,100
4	44,000
5	42,648
6	41,051
7	40,000
8	38,800
9	37,569
10	36,920
11	36,500
12	35,040
13	34,000
14	33,561
15	32,138
16	31,416
17	31,000
18	31,000
19	30,000
20	26,670
21	25,750
AVERAGE	36,835

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	43,332
2	42,600
3	41,600
4	41,534
5	40,560
6	40,350
7	40,000
8	39,728
9	38,000
10	38,000
11	37,050
12	37,008
13	36,307
14	35,739
15	35,500
16	35,500
17	35,100
18	35,004
19	34,500
20	34,410
21	34,000
22	33,042
23	32,500
24	32,500
25	32,000
26	31,085
27	30,800
28	28,700
29	28,000
30	22,122
AVERAGE	35,552

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES

DEANS (DIRECTORS): PHARMACY				DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	45,760	27	33,420	1	41,534
2	45,200	28	32,400	2	41,412
3	45,200	29	32,250	3	40,800
4	44,500	30	32,052	4	38,800
5	43,000	31	32,000	5	37,800
6	42,500	32	31,127	6	36,700
7	42,168	33	31,050	7	35,800
8	42,000	34	29,820	8	35,750
9	42,000	35	28,880	9	35,610
10	41,534	36	28,668	10	35,500
11	40,000	37	27,300	11	32,800
12	39,894	AVERAGE	36,771	12	32,656
13	39,000			13	32,500
14	38,955			14	32,000
15	38,400			15	31,500
16	37,392			16	30,000
17	37,366			17	29,930
18	36,600			18	29,700
19	36,055			19	29,315
20	36,000			20	28,000
21	35,908			21	28,000
22	35,000			22	27,294
23	34,762			23	25,302
24	34,550			24	25,130
25	34,000			AVERAGE	33,076
26	33,900				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	48,500
2	45,200
3	43,812
4	43,000
5	42,500
6	42,100
7	42,000
8	39,800
9	39,500
10	39,020
11	38,700
12	38,400
13	38,280
AVERAGE	41,678

LEGAL COUNSEL

RANK	SALARY
1	52,000
2	40,540
3	40,000
4	40,000
5	40,000
6	40,000
7	35,700
8	35,100
9	34,800
10	34,100
11	33,650
12	33,522
13	33,500
14	33,000
15	32,040
16	32,004
17	31,364
18	31,000
19	30,846
20	30,000
21	30,000
22	29,600
23	29,436
24	29,000
25	28,000
26	28,000
27	27,800
28	27,300
29	27,204
30	26,000
31	26,000
32	25,875
33	25,520
34	24,750
35	24,494
36	24,350
37	23,000
38	22,600
39	22,475
40	22,400
41	22,370
42	22,000
43	19,509
44	19,476
45	19,008
46	14,500
AVERAGE	29,431

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

REGISTRAR

RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	40,074	27	28,000	53	24,800	79	21,500
2	36,400	28	27,843	54	24,500	80	21,420
3	33,495	29	27,660	55	24,500	81	21,158
4	33,476	30	27,300	56	24,400	82	21,024
5	32,580	31	27,100	57	24,400	83	21,000
6	32,000	32	27,084	58	24,380	84	20,871
7	31,807	33	27,000	59	24,337	85	20,580
8	31,800	34	26,976	60	24,200	86	20,400
9	31,750	35	26,770	61	24,023	87	20,060
10	31,300	36	26,508	62	24,000	88	20,000
11	31,000	37	26,500	63	23,500	89	20,000
12	30,750	38	26,500	64	23,203	90	19,800
13	30,700	39	26,200	65	23,097	91	19,456
14	30,696	40	26,096	66	23,090	92	19,341
15	30,500	41	25,975	67	23,000	93	19,250
16	30,289	42	25,620	68	22,884	94	19,098
17	30,060	43	25,600	69	22,800	95	19,000
18	30,000	44	25,571	70	22,700	96	18,684
19	29,800	45	25,517	71	22,680	97	18,200
20	29,784	46	25,100	72	22,668	98	15,230
21	29,700	47	25,075	73	22,236	AVERAGE	25,462
22	29,500	48	25,000	74	22,082		
23	29,088	49	25,000	75	22,000		
24	29,000	50	25,000	76	22,000		
25	28,800	51	24,915	77	22,000		
26	28,620	52	24,852	78	22,000		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	47,775	31	34,400	61	30,171	91	27,700
2	41,870	32	34,150	62	30,124	92	26,800
3	40,000	33	34,008	63	30,100	93	25,700
4	39,500	34	34,000	64	30,000	94	25,500
5	39,312	35	34,000	65	30,000	95	25,500
6	39,218	36	33,120	66	30,000	96	25,000
7	38,856	37	33,111	67	29,838	97	23,600
8	38,700	38	33,100	68	29,825	98	23,466
9	38,313	39	33,000	69	29,700	AVERAGE	32,370
10	38,200	40	32,892	70	29,675		
11	38,000	41	32,700	71	29,633		
12	37,900	42	32,500	72	29,600		
13	37,680	43	32,000	73	29,579		
14	37,672	44	32,000	74	29,500		
15	37,560	45	32,000	75	29,500		
16	37,000	46	31,980	76	29,406		
17	37,000	47	31,620	77	29,120		
18	37,000	48	31,600	78	29,000		
19	36,850	49	31,500	79	29,000		
20	36,700	50	31,480	80	29,000		
21	36,615	51	31,353	81	28,920		
22	36,300	52	31,320	82	28,800		
23	36,000	53	31,200	83	28,488		
24	36,000	54	31,200	84	28,200		
25	36,000	55	31,000	85	28,000		
26	35,352	56	30,530	86	28,000		
27	35,150	57	30,516	87	28,000		
28	35,000	58	30,500	88	28,000		
29	34,819	59	30,250	89	27,972		
30	34,440	60	30,200	90	27,750		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	46,000	27	32,640	53	28,500	79	25,700
2	44,940	28	32,500	54	28,481	80	25,600
3	43,200	29	32,185	55	28,432	81	25,500
4	43,080	30	32,000	56	28,200	82	25,356
5	41,700	31	31,700	57	28,060	83	25,000
6	39,385	32	31,368	58	28,008	84	24,960
7	37,750	33	31,080	59	28,000	85	24,576
8	37,740	34	31,000	60	27,900	86	24,100
9	37,500	35	31,000	61	27,800	87	23,100
10	37,300	36	30,800	62	27,800	88	22,800
11	37,200	37	30,684	63	27,718	89	22,796
12	36,900	38	30,650	64	27,600	90	22,068
13	36,588	39	30,500	65	27,540	91	22,000
14	36,504	40	30,500	66	27,500	92	21,652
15	36,142	41	30,400	67	27,316	93	20,964
16	35,600	42	30,343	68	27,285	94	20,758
17	35,004	43	30,000	69	27,200	95	19,700
18	34,664	44	29,968	70	27,000	96	18,323
19	34,620	45	29,900	71	27,000	97	18,150
20	34,100	46	29,700	72	27,000	AVERAGE	29,947
21	33,750	47	29,568	73	26,800		
22	33,720	48	29,000	74	26,600		
23	33,542	49	28,875	75	26,450		
24	33,325	50	28,700	76	26,295		
25	33,288	51	28,700	77	26,200		
26	33,000	52	28,700	78	26,000		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY	RANK	SALARY	RANK	SALARY	RANK	SALARY
1	37,630	27	27,200	53	23,040	79	18,700
2	36,200	28	26,767	54	23,025	80	18,200
3	35,500	29	26,500	55	23,000	81	17,940
4	35,000	30	26,200	56	23,000	82	17,928
5	35,000	31	25,800	57	22,750	83	17,412
6	32,100	32	25,300	58	22,300	84	17,147
7	31,500	33	25,293	59	22,200	85	17,125
8	31,100	34	24,800	60	22,004	86	16,800
9	29,628	35	24,600	61	22,000	87	16,400
10	29,600	36	24,500	62	22,000	88	15,460
11	29,250	37	24,468	63	21,948	AVERAGE	24,425
12	29,200	38	24,468	64	21,844		
13	29,100	39	24,370	65	21,600		
14	29,000	40	24,000	66	21,500		
15	28,976	41	23,900	67	21,000		
16	28,875	42	23,890	68	20,620		
17	28,872	43	23,860	69	20,500		
18	28,600	44	23,760	70	20,148		
19	28,514	45	23,736	71	20,000		
20	28,400	46	23,659	72	20,000		
21	28,338	47	23,650	73	19,700		
22	28,200	48	23,394	74	19,560		
23	27,700	49	23,382	75	19,300		
24	27,700	50	23,292	76	19,215		
25	27,500	51	23,200	77	19,075		
26	27,395	52	23,100	78	18,999		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES
IN FORTY-SEVEN STATES

DIRECTOR OF AGRICULTURAL EXTENSION				AFFIRMATIVE ACTION OFFICER	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	45,048	27	33,400	1	28,300
2	45,000	28	32,300	2	24,048
3	43,770	29	31,807	3	23,000
4	43,718	30	30,036	4	20,370
5	42,200	31	29,035	5	16,800
6	41,500	32	28,976	6	16,274
7	41,000	33	27,500	AVERAGE	21,465
8	40,500	AVERAGE	37,015		
9	39,780				
10	39,500				
11	39,500				
12	39,200				
13	39,065				
14	38,400				
15	38,000				
16	37,600				
17	37,590				
18	37,100				
19	36,700				
20	36,240				
21	35,695				
22	35,060				
23	34,950				
24	33,996				
25	33,784				
26	33,561				

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The nineteen participating universities from this region are as follows:

Auburn University
Clemson University
Florida Atlantic University
Florida State University
Georgia State University
Memphis State University
Mississippi State University
North Carolina State University
University of Alabama - Main University
University of Alabama - Huntsville
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina
University of South Carolina
University of South Florida
University of Southern Mississippi

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	53,930
2	48,500
3	44,079
4	41,000
AVERAGE	46,877

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	53,300
2	52,500
3	51,100
4	50,000
5	50,000
6	49,700
7	49,300
8	48,000
9	46,200
10	44,079
11	43,000
12	41,200
13	39,808
14	39,808
15	39,807
AVERAGE	46,520

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	43,920
2	42,500
3	42,500
4	42,300
5	42,000
6	42,000
7	41,000
8	40,620
9	39,700
10	38,809
11	36,200
12	36,000
13	35,360
14	34,640
15	34,000
AVERAGE	39,437

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

- ATLANTA REGION -

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	45,000
2	44,000
3	40,860
4	39,938
5	38,720
AVERAGE	41,704

ACADEMIC OFFICERS: DEAN OF FACULTIES OR INSTRUCTION

RANK	SALARY
1	37,050
2	35,360
3	31,200
AVERAGE	34,537

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	44,100
2	41,500
3	41,000
4	40,900
5	40,449
6	37,288
7	36,504
8	35,000
9	35,000
10	34,740
11	34,320
12	34,000
13	33,550
14	33,000
AVERAGE	37,239

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	32,280
2	28,174
3	27,000
4	24,725
5	22,250
6	21,456
AVERAGE	25,981

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	35,000
2	30,000
3	27,700
4	27,417
5	27,300
6	26,000
7	25,600
8	24,200
9	23,666
10	23,100
11	22,670
12	22,500
13	19,566
AVERAGE	25,748

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	32,280
2	28,500
3	24,380
AVERAGE	28,387

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

- ATLANTA REGION -

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	28,336
2	28,000
3	26,197
4	25,533
5	25,500
6	25,300
7	23,903
8	23,770
9	19,000
AVERAGE	24,942

STUDENT AFFAIRS OFFICERS: DEAN OF MEN

RANK	SALARY
1	21,370
2	19,000
3	15,900
AVERAGE	18,757

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	38,224
2	38,040
3	38,000
4	38,000
5	37,462
6	37,350
7	34,320
8	33,700
9	33,550
10	33,350
11	31,000
12	30,000
AVERAGE	35,250

STUDENT AFFAIRS OFFICERS: DEAN OF WOMEN

RANK	SALARY
1	29,280
2	21,370
3	21,250
4	16,435
5	15,900
AVERAGE	20,847

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	36,500
2	30,450
3	30,000
4	29,640
5	28,302
6	28,081
7	27,000
8	26,500
9	26,461
10	24,000
11	23,500
12	23,200
13	21,028
14	15,904
AVERAGE	26,483

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	46,000
2	45,900
3	45,400
4	44,130
5	38,000
6	33,522
AVERAGE	42,162

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	47,400
2	39,648
3	37,950
4	37,500
5	37,500
6	36,500
7	35,800
8	33,462
9	33,000
10	32,600
AVERAGE	37,136

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT (CHANCELLOR)

RANK	SALARY
1	31,820
2	29,750
3	29,500
4	26,736
5	26,700
6	26,400
7	22,720
8	22,000
9	21,185
10	20,000
11	19,320
12	19,313
13	18,100
AVERAGE	24,119

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	30,300
2	27,950
3	26,000
4	25,165
5	21,794
6	20,900
7	20,663
8	19,700
9	19,586
10	19,214
11	19,800
12	17,089
13	16,002
14	14,548
AVERAGE	21,265

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	34,950
2	33,700
3	33,433
AVERAGE	34,028

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	34,800
2	30,801
3	30,004
4	28,700
5	27,040
6	26,416
7	23,400
8	18,800
AVERAGE	27,495

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	38,700
2	36,500
3	35,150
4	33,522
5	31,450
6	26,250
AVERAGE	33,512

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	30,960
2	30,850
3	27,500
4	26,947
5	26,716
6	26,000
7	24,005
8	22,360
9	21,849
10	18,944
AVERAGE	25,613

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	40,620
2	40,000
3	39,000
4	36,200
5	32,250
6	26,750
AVERAGE	35,636

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	36,700
2	34,650
3	32,825
4	31,080
5	27,729
6	27,199
7	26,000
AVERAGE	30,883

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	30,600
2	32,230
3	29,890
4	26,600
5	26,500
6	25,800
7	25,100
8	24,500
9	23,383
10	21,000
AVERAGE	27,400

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	44,000
2	41,500
3	39,200
4	38,700
5	38,400
6	37,048
7	31,825
AVERAGE	38,668

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	40,000
2	37,500
3	37,000
4	35,876
5	31,700
6	30,950
7	30,900
AVERAGE	34,847

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	42,600
2	42,000
3	40,560
4	40,450
5	39,000
6	38,500
7	38,400
8	37,200
9	36,500
10	32,342
11	31,284
AVERAGE	38,021

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	45,000
2	42,640
3	42,000
4	41,500
5	41,250
6	38,500
7	38,335
8	38,150
9	36,600
10	36,000
11	35,700
12	35,700
13	35,000
14	33,521
15	32,700
16	32,342
17	31,000
AVERAGE	37,408

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	39,000
2	37,050
3	36,500
4	34,500
5	34,450
6	31,724
7	31,080
8	26,300
9	26,071
10	25,200
11	25,000
12	24,441
13	21,549
14	21,500
15	18,720
AVERAGE	28,872

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	40,000
2	39,900
3	37,440
4	37,000
5	36,892
6	36,700
7	36,500
8	36,250
9	35,750
10	34,191
11	33,840
12	33,000
13	32,703
14	31,757
15	31,724
16	31,000
17	30,000
18	29,000
AVERAGE	34,647

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	43,200
2	41,000
3	40,000
4	39,000
5	39,000
6	38,500
7	38,200
8	37,048
9	35,739
10	35,450
11	33,964
12	33,600
13	31,883
14	31,558
AVERAGE	37,010

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	36,700
2	35,400
3	34,700
4	31,500
5	31,000
6	28,182
AVERAGE	32,914

DEANS (DIRECTORS): FORESTRY

RANK	SALARY
1	40,000
2	37,050
3	33,277
4	31,600
5	30,800
AVERAGE	34,545

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	45,450
2	40,000
3	39,750
4	38,701
5	38,000
6	37,050
7	36,750
8	35,700
9	34,650
10	34,250
11	33,280
12	30,503
13	30,000
14	29,151
AVERAGE	35,045

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	36,300
2	35,360
3	32,580
4	31,850
5	30,000
6	29,800
7	29,550
AVERAGE	32,206

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY
1	46,550
2	38,750
3	35,000
4	35,000
5	33,720
6	28,940
7	28,700
AVERAGE	35,237

DEANS (DIRECTORS): LAW

RANK	SALARY
1	55,000
2	45,000
3	45,000
4	43,680
5	43,500
6	41,500
7	40,700
8	34,840
9	34,700
10	34,000
AVERAGE	41,792

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	40,300
2	33,522
3	31,000
4	30,600
AVERAGE	33,856

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	37,200
2	31,720
3	31,700
4	30,000
5	25,000
6	18,200
AVERAGE	28,970

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	36,960
2	36,905
3	36,700
4	34,700
5	33,000
6	32,760
7	31,993
8	30,000
9	30,000
10	22,462
AVERAGE	32,549

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	49,200
2	36,150
3	35,286
4	30,450
AVERAGE	36,522

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	36,920
2	34,500
3	34,000
4	32,138
AVERAGE	34,890

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	45,200
2	38,000
3	38,400
4	34,762
5	34,000
6	31,127
7	28,880
AVERAGE	35,910

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	40,460
2	38,000
3	37,050
4	35,730
5	35,100
6	32,500
7	32,500
8	28,700
AVERAGE	35,019

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	35,750
2	29,930
3	28,000
4	25,302
AVERAGE	29,746

LEGAL COUNSEL

RANK	SALARY
1	33,521
2	32,004
3	29,400
4	29,000
5	27,300
6	26,000
7	25,871
8	25,520
9	24,750
10	23,000
11	19,476
12	14,500
AVERAGE	25,796

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

REGISTRAR		DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)		DIRECTOR OF COMPUTER SERVICES	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	30,700	1	36,300	1	37,300
2	29,500	2	36,000	2	34,664
3	28,000	3	33,150	3	31,700
4	27,100	4	33,000	4	31,080
5	26,500	5	32,000	5	31,000
6	26,500	6	31,980	6	30,650
7	25,600	7	31,200	7	30,500
8	25,100	8	30,700	8	30,343
9	24,800	9	29,700	9	29,700
10	24,380	10	29,406	10	28,500
11	23,097	11	29,120	11	28,481
12	22,669	12	28,800	12	27,800
13	21,000	13	28,000	13	27,285
14	20,580	14	28,000	14	25,000
15	20,060	15	27,750	15	24,960
16	20,000	16	26,700	16	22,000
17	19,456	17	25,000	17	20,758
18	15,250	18	23,466	18	19,700
				19	18,150
AVERAGE	23,905	AVERAGE	29,990	AVERAGE	27,372

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- ATLANTA REGION -

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	28,600
2	28,400
3	28,338
4	26,767
5	26,500
6	25,300
7	24,900
8	24,600
9	24,370
10	23,900
11	23,100
12	23,040
13	22,004
14	21,844
15	19,700
16	19,075
17	17,147
AVERAGE	23,970

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	41,500
2	40,500
3	39,200
4	37,100
5	35,260
6	33,784
AVERAGE	37,957

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- BOSTON REGION -

The Boston Region as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont. The five participating universities from this region are as follows:

University of Connecticut
University of Maine
University of Massachusetts
University of Rhode Island
University of Vermont

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- BOSTON REGION -

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	44,000
2	44,000
3	43,593
4	39,270
AVERAGE	42,716

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	42,700
2	41,000
3	32,600
AVERAGE	38,767

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	26,955
2	26,600
3	22,461
AVERAGE	25,339

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	31,665
2	24,600
3	22,327
AVERAGE	26,197

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	33,555
2	33,000
3	30,100
AVERAGE	32,218

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	30,568
2	27,000
3	22,250
4	21,900
AVERAGE	25,430

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	31,316
2	27,000
3	22,500
AVERAGE	26,939

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- BOSTON REGION -

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	22,170
2	21,872
3	17,650
AVERAGE	20,564

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	32,021
2	28,976
3	20,100
AVERAGE	27,032

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	22,239
2	18,000
3	15,000
AVERAGE	18,413

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	37,903
2	34,000
3	32,500
AVERAGE	34,801

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	37,600
2	33,561
3	33,500
4	28,500
AVERAGE	33,290

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	39,894
2	31,860
3	29,900
AVERAGE	33,851

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	34,005
2	26,403
3	23,000
4	22,500
AVERAGE	26,477

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	35,000
2	30,500
3	28,474
4	19,123
AVERAGE	28,274

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	39,894
2	34,000
3	31,900
4	16,900
AVERAGE	30,649

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- BOSTON REGION -

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	36,266
2	33,488
3	31,000
4	26,093
AVERAGE	31,712

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	34,005
2	29,294
3	29,200
4	26,200
AVERAGE	29,675

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	31,700
2	30,821
3	30,000
AVERAGE	30,840

REGISTRAR

RANK	SALARY
1	24,023
2	22,082
3	19,250
4	19,000
AVERAGE	21,089

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	29,633
2	29,600
3	29,579
4	23,600
AVERAGE	28,103

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	33,542
2	28,700
3	27,719
AVERAGE	29,987

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	28,976
2	23,382
3	20,000
4	20,000
AVERAGE	23,090

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	33,561
2	32,300
3	29,035
4	28,976
AVERAGE	30,968

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-four participating universities from this region are as follows:

Ball State University
Bowling Green State University
Cleveland State University
Kent State University
Illinois State University
Indiana State University
Indiana University
Miami University
Michigan State University
Northern Illinois University
Ohio State University
Ohio University
Purdue University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
University of Akron
University of Illinois - Urbana
University of Illinois - Chicago Circle
University of Michigan
University of Minnesota
University of Toledo
University of Wisconsin - Milwaukee
Wayne State University
Western Michigan University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	71,429
2	63,000
3	62,500
4	51,775
5	44,500
AVERAGE	58,641

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	60,000
2	58,800
3	56,575
4	55,000
5	54,000
6	52,750
7	52,000
8	52,000
9	52,000
10	51,950
11	51,500
12	51,252
13	49,000
14	48,204
15	48,000
16	46,804
17	44,500
18	44,500
AVERAGE	51,602

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	62,328
2	49,000
3	47,700
4	47,400
5	46,000
6	43,700
7	43,700
8	43,500
9	43,464
10	42,800
11	42,360
12	41,805
13	41,435
14	37,500
AVERAGE	45,192

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	52,750
2	50,808
3	48,600
4	47,700
5	43,500
6	41,400
7	40,800
8	40,600
9	40,000
10	39,168
AVERAGE	44,533

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	65,500
2	50,250
3	49,728
4	49,000
5	46,400
6	44,500
7	44,500
8	42,640
9	42,607
10	41,435
11	41,200
12	40,704
13	40,000
14	39,600
15	39,168
16	38,550
17	38,000
18	36,200
AVERAGE	43,988

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	37,700
2	35,000
3	30,750
4	30,168
5	28,500
6	27,500
7	23,500
AVERAGE	30,445

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	36,400
2	35,676
3	35,672
4	33,060
5	32,532
6	32,040
7	32,000
8	30,600
9	30,600
10	30,528
11	28,132
12	26,212
13	26,000
14	25,250
15	25,250
16	25,000
17	23,800
18	21,500
19	21,200
AVERAGE	29,024

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	41,000
2	38,568
3	31,000
4	27,300
AVERAGE	34,467

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	38,000
2	37,368
3	32,968
4	31,900
5	31,080
6	29,208
7	29,169
8	27,972
9	27,250
10	27,000
11	26,200
12	24,500
13	24,000
14	23,213
15	21,650
16	20,425
17	16,300
AVERAGE	27,530

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	52,520
2	47,700
3	44,300
4	40,080
AVERAGE	46,150

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	45,000
2	41,316
3	41,208
4	40,900
5	38,400
6	38,300
7	38,000
8	37,770
9	37,500
10	36,421
11	36,000
12	35,620
13	35,500
14	35,000
15	34,500
16	33,960
17	33,588
18	33,480
19	30,576
20	30,000
AVERAGE	36,652

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	33,300
2	32,550
3	31,400
4	31,000
5	30,950
6	26,305
7	25,776
8	25,400
9	25,085
10	24,000
11	23,320
AVERAGE	28,099

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	47,700
2	44,000
3	43,250
4	40,500
5	40,500
6	35,850
7	34,800
AVERAGE	40,943

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	44,100
2	36,000
3	35,400
4	33,754
5	33,583
6	32,600
7	31,500
8	31,476
9	30,528
10	29,400
11	28,723
12	27,000
13	25,950
14	23,484
15	20,556
16	20,000
17	17,000
AVERAGE	29,474

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	45,988
2	41,316
3	38,952
4	37,000
5	36,000
6	35,800
7	35,220
AVERAGE	38,597

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	32,000
2	29,900
3	29,700
4	28,400
5	27,080
6	27,020
7	25,992
8	25,500
9	24,780
10	23,568
11	22,775
12	20,010
13	19,308
14	19,250
15	18,036
AVERAGE	24,888

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY
RELATIONS

RANK	SALARY
1	50,047
2	48,500
3	42,640
4	42,600
5	37,754
6	35,000
7	33,750
AVERAGE	41,470

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	43,200
2	38,500
3	37,000
4	36,000
AVERAGE	38,750

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	40,488
2	39,700
3	38,000
4	37,440
5	31,836
6	31,000
7	30,500
8	30,000
9	28,260
10	27,400
11	26,900
12	25,575
13	24,500
14	23,155
15	23,153
16	22,200
17	19,400
AVERAGE	29,383

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	53,500
2	47,700
3	44,200
4	42,475
5	39,648
6	36,500
AVERAGE	44,004

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	34,650
2	33,288
3	32,500
4	31,188
5	30,900
6	27,100
7	26,611
8	25,356
9	25,197
10	25,000
11	22,620
12	20,800
13	20,560
AVERAGE	27,367

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	36,180
2	33,696
3	33,600
4	32,592
5	32,040
6	31,440
7	30,800
8	30,290
9	29,000
10	28,993
11	27,503
12	26,772
13	25,800
14	24,039
15	22,824
16	22,568
17	22,000
18	18,400
AVERAGE	28,251

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	49,350.
2	46,500
3	45,100
4	45,000
5	44,425
6	42,500
7	41,500
8	41,000
9	40,300
10	40,300
11	39,900
12	39,050
13	38,870
14	38,500
15	38,160
16	36,410
17	35,800
18	33,430
19	32,568
20	32,196
AVERAGE	40,053

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	42,479
2	40,848
3	36,410
4	35,500
5	30,000
6	29,875
AVERAGE	35,852

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	46,200
2	45,048
3	44,925
4	42,500
5	42,000
6	39,180
AVERAGE	41,809

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	49,475
2	46,200
3	45,168
4	44,460
5	43,500
6	43,050
7	42,300
8	42,115
9	40,200
10	39,538
11	38,100
12	37,500
13	37,020
14	37,000
15	36,504
16	36,500
17	36,410
18	36,100
19	35,700
20	35,500
21	35,000
22	34,476
23	33,530
24	29,376
AVERAGE	38,947

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	40,550
2	38,000
3	37,700
4	37,147
5	36,700
6	35,100
7	34,770
8	33,760
9	33,600
10	33,500
11	33,300
12	33,200
13	32,437
14	31,700
15	31,500
16	30,000
17	27,420
18	23,076
19	22,112
20	19,800
AVERAGE	32,269

DEANS (DIRECTORS): EARTH SCIENCES/ NATURAL RESOURCES

RANK	SALARY
1	47,700
2	44,400
3	39,120
4	27,100
AVERAGE	39,580

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DEANS (DIRECTORS): EDUCATION		DEANS (DIRECTORS): ENGINEERING		DEANS (DIRECTORS): FINE ARTS	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	51,268	1	52,789	1	39,168
2	45,000	2	47,500	2	38,000
3	44,000	3	46,200	3	37,700
4	43,608	4	44,400	4	37,380
5	42,980	5	44,300	5	36,900
6	41,600	6	43,968	6	36,410
7	40,000	7	41,392	7	36,150
8	39,900	8	40,800	8	36,048
9	39,684	9	37,824	9	36,036
10	39,400	10	37,500	10	35,800
11	39,300	11	36,700	11	35,450
12	39,100	12	34,800	12	35,000
13	38,820	13	33,850	13	34,608
14	38,700	14	29,000	14	29,875
15	38,650	AVERAGE	40,787	15	27,500
16	37,500			AVERAGE	35,468
17	36,600				
18	36,410				
19	35,800				
20	35,800				
21	34,440				
22	34,000				
23	33,230				
24	33,000				
AVERAGE	39,112				

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	49,078
2	44,928
3	44,700
4	42,475
5	42,150
6	40,300
7	39,900
8	39,648
9	39,600
10	39,200
11	39,000
12	37,500
13	36,415
14	35,800
15	35,550
16	35,070
17	35,000
18	34,440
19	34,150
20	34,056
21	34,020
22	31,900
23	30,000
24	29,000
AVERAGE	37,641

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	40,900
2	40,000
3	38,500
4	38,378
5	34,800
6	28,450
7	27,000
8	24,105
9	21,700
AVERAGE	32,748

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	44,000
2	43,008
3	25,872
AVERAGE	37,627

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY
1	39,400
2	39,100
3	37,968
4	36,000
5	33,800
6	31,138
7	28,920
8	28,750
AVERAGE	34,387

DEANS (DIRECTORS): LAW

RANK	SALARY
1	52,000
2	49,502
3	48,624
4	46,200
5	45,900
6	44,568
7	40,000
8	37,100
9	33,044
10	31,500
AVERAGE	42,844

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	39,432
2	36,000
3	34,900
4	34,451
5	32,829
6	31,350
7	31,080
8	30,000
AVERAGE	33,755

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	43,050
2	40,600
3	39,900
4	36,960
5	35,448
6	33,250
7	33,000
8	32,542
9	32,300
10	30,576
11	30,255
AVERAGE	35,262

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	44,000
2	43,848
3	43,600
4	35,500
5	33,252
6	30,670
AVERAGE	38,478

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	44,000
2	42,648
3	35,040
4	31,416
5	26,670
6	25,750
AVERAGE	34,254

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	42,600
2	40,350
3	40,000
4	39,728
5	37,008
6	35,500
7	31,085
AVERAGE	38,039

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	45,760
2	45,200
3	42,168
4	42,000
5	38,955
6	32,250
AVERAGE	41,056

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	41,412
2	40,800
3	37,800
4	35,800
5	35,500
6	32,656
7	32,500
8	29,700
9	25,130
AVERAGE	34,591

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	45,200
2	43,812
3	42,100
AVERAGE	43,704

LEGAL COUNSEL

RANK	SALARY
1	52,000
2	40,000
3	40,000
4	34,800
5	33,650
6	33,500
7	32,040
8	29,436
9	22,475
10	22,000
11	19,509
AVERAGE	32,674

REGISTRAR

RANK	SALARY
1	40,074
2	36,400
3	33,495
4	31,300
5	31,000
6	30,500
7	29,088
8	27,843
9	27,660
10	27,084
11	26,976
12	26,770
13	25,571
14	24,500
15	24,200
16	23,090
17	22,800
18	22,700
19	22,000
20	20,871
21	20,500
22	18,684
AVERAGE	26,959

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY
1	47,775
2	40,000
3	39,500
4	39,312
5	37,680
6	37,560
7	36,700
8	35,352
9	35,150
10	34,440
11	34,400
12	34,150
13	33,111
14	32,892
15	31,480
16	31,000
17	30,516
18	30,500
19	29,838
20	29,825
21	29,675
22	29,500
23	29,000
AVERAGE	34,320

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	44,940
2	43,200
3	41,700
4	36,504
5	33,720
6	33,288
7	32,185
8	31,368
9	30,800
10	30,000
11	29,968
12	28,700
13	28,700
14	27,316
15	27,200
16	27,000
17	26,603
18	26,450
19	26,295
20	26,000
21	25,600
22	24,576
23	24,100
24	18,323
AVERAGE	30,189

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	37,630
2	36,200
3	35,500
4	35,000
5	29,628
6	29,000
7	28,200
8	27,700
9	26,200
10	24,000
11	23,880
12	23,736
13	23,650
14	23,000
15	21,600
16	18,999
17	17,928
18	16,800
19	16,400
AVERAGE	26,055

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- CHICAGO REGION -

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	45,048
2	45,000
3	43,770
4	42,200
5	41,000
AVERAGE	43,404

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The ten participating universities from this region are as follows:

Louisiana State University
New Mexico State University
North Texas State University
Oklahoma State University
Texas A&M University
University of Arkansas
University of Houston
University of New Mexico
University of Oklahoma
University of Texas - Austin

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	63,088
2	62,088
3	47,004
4	47,000
5	46,000
AVERAGE	53,036

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	54,400
2	53,800
3	50,000
4	47,500
5	47,408
AVERAGE	50,622

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	52,600
2	46,000
3	45,000
4	45,000
5	43,116
6	41,500
7	36,759
AVERAGE	44,282

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	43,000
2	42,000
3	41,500
AVERAGE	42,167

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	46,600
2	46,000
3	42,500
4	42,300
5	42,075
6	41,500
7	38,000
8	37,512
9	35,508
AVERAGE	41,333

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	34,000
2	33,000
3	30,750
4	26,700
5	25,356
AVERAGE	29,961

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	33,225
2	30,500
3	30,000
4	29,150
5	29,000
6	25,920
7	25,500
AVERAGE	29,042

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	29,000
2	24,000
3	24,000
4	23,700
5	21,078
6	21,000
7	20,400
AVERAGE	23,240

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	39,700
2	39,000
3	37,000
4	36,500
5	36,000
6	36,000
7	35,910
8	34,908
9	33,000
AVERAGE	36,224

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	29,312
2	29,280
3	27,592
4	25,900
5	23,800
6	22,050
AVERAGE	26,299

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	41,000
2	40,000
3	33,626
AVERAGE	38,209

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT (CHANCELLOR)

RANK	SALARY
1	36,000
2	31,400
3	32,400
4	31,000
5	29,184
6	27,000
7	22,750
8	21,500
9	21,360
10	19,795
AVERAGE	27,529

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	28,800
2	27,000
3	25,601
4	25,356
5	25,200
6	23,200
7	22,680
8	20,400
AVERAGE	24,780

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	43,500
2	40,500
3	35,000
4	32,016
AVERAGE	37,754

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	33,000
2	31,800
3	30,000
4	29,500
5	24,794
6	23,400
7	18,700
AVERAGE	27,313

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	45,000
2	40,000
3	40,000
AVERAGE	41,667

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	38,488
2	36,000
3	33,600
4	32,000
5	22,280
AVERAGE	32,474

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	35,768
2	31,500
3	29,400
4	28,500
5	25,725
6	22,560
AVERAGE	28,909

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

- DALLAS REGION -

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	41,700
2	40,680
3	40,000
4	39,020
5	38,000
6	36,924
7	36,040
8	32,400
AVERAGE	38,721

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	42,000
2	38,000
3	34,080
4	34,000
5	33,500
6	31,000
7	25,125
AVERAGE	33,958

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	45,000
2	40,309
3	39,780
4	37,498
5	34,116
AVERAGE	39,280

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	47,500
2	41,000
3	41,000
4	40,000
5	35,700
6	35,640
7	35,000
8	33,500
9	31,800
10	30,000
AVERAGE	37,114

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	37,160
2	36,800
3	36,000
4	35,640
5	32,550
6	28,080
7	21,450
AVERAGE	32,526

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	45,000
2	43,000
3	38,400
4	35,640
5	35,500
6	34,500
7	34,500
8	34,125
9	32,400
AVERAGE	37,007

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	47,500
2	44,500
3	40,800
4	40,000
5	40,000
6	39,750
7	35,208
8	35,000
9	34,116
AVERAGE	39,663

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	39,000
2	33,530
3	30,000
4	29,409
AVERAGE	32,983

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	45,000
2	41,771
3	39,400
4	39,000
5	38,100
6	37,000
7	35,640
8	33,924
9	31,020
AVERAGE	37,873

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	35,700
2	33,500
3	30,300
4	24,400
AVERAGE	30,975

DEANS (DIRECTORS): LAW

RANK	SALARY
1	48,000
2	46,000
3	43,557
4	40,500
5	40,000
6	36,750
AVERAGE	42,468

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	38,000
2	30,887
3	28,000
4	25,992
AVERAGE	30,720

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	40,500
2	36,445
3	36,000
4	30,000
AVERAGE	35,736

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	42,500
2	38,280
3	38,000
4	33,600
AVERAGE	38,095

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	40,000
2	40,000
3	30,000
AVERAGE	36,667

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	38,000
2	34,410
3	30,800
AVERAGE	34,403

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	44,500
2	42,500
3	40,000
4	33,900
5	32,400
AVERAGE	38,660

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	32,800
2	30,000
3	27,234
AVERAGE	30,018

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	43,000
2	39,020
3	39,280
AVERAGE	40,100

LEGAL COUNSEL

RANK	SALARY
1	35,700
2	31,000
3	30,000
4	29,000
5	28,000
6	27,800
AVERAGE	30,250

REGISTRAR

RANK	SALARY
1	30,000
2	29,000
3	28,900
4	28,620
5	26,096
6	25,620
7	25,517
8	25,000
9	23,500
10	21,420
AVERAGE	26,357

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DALLAS REGION -

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY
1	38,000
2	37,000
3	35,000
4	34,000
5	33,120
6	32,000
7	30,533
8	30,000
9	29,000
10	28,920
AVERAGE	32,757

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	37,500
2	36,588
3	36,142
4	29,000
5	28,452
6	28,000
7	27,500
8	26,900
9	25,356
AVERAGE	30,593

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	31,500
2	27,700
3	27,500
4	27,200
5	25,293
6	23,025
7	22,750
8	21,048
9	21,000
AVERAGE	25,324

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	39,780
2	39,065
3	38,400
4	33,096
AVERAGE	37,810

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The twelve participating universities from this region are as follows:

Colorado State University
Montana State University
North Dakota State University
South Dakota State University
University of Colorado
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	54,000
2	52,500
3	51,000
4	51,000
5	49,788
6	43,500
7	42,500
8	42,500
9	39,000
10	39,000
11	37,500
AVERAGE	45,663

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	50,000
2	44,500
3	42,500
4	38,500
5	37,000
6	37,000
7	33,700
8	32,750
9	30,850
AVERAGE	38,533

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	40,788
2	40,300
3	40,000
4	40,000
5	36,500
6	33,000
7	33,000
8	31,908
AVERAGE	36,937

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	31,500
2	30,100
3	27,500
4	25,700
5	25,000
6	23,052
7	22,746
8	21,840
9	21,700
10	20,620
AVERAGE	24,976

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	29,750
2	29,100
3	23,500
4	22,400
5	18,200
AVERAGE	24,590

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	30,528
2	29,000
3	25,000
4	22,800
5	19,842
AVERAGE	25,434

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	37,540
2	34,500
3	33,500
4	33,200
5	32,500
6	31,600
AVERAGE	33,808

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	33,672
2	31,000
3	27,300
4	26,000
5	25,656
6	25,000
7	25,000
8	24,083
9	23,000
10	20,316
AVERAGE	26,133

STUDENT AFFAIRS OFFICERS:
DEAN OF MEN

RANK	SALARY
1	23,364
2	21,000
3	15,180
AVERAGE	19,848

STUDENT AFFAIRS OFFICERS:
DEAN OF WOMEN

RANK	SALARY
1	20,676
2	20,551
3	17,980
AVERAGE	19,702

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	41,000
2	39,000
3	34,750
4	31,100
AVERAGE	36,463

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	41,250
2	30,500
3	27,800
4	25,700
5	25,200
6	24,456
7	23,000
8	22,000
9	17,400
AVERAGE	26,367

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	29,000
2	20,000
3	27,320
4	27,264
5	23,000
6	10,560
AVERAGE	25,857

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	30,500
2	28,000
3	27,320
4	26,820
5	24,525
6	19,600
AVERAGE	26,128

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	41,900
2	40,800
3	40,800
4	37,500
5	37,400
6	34,500
AVERAGE	38,817

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	27,200
2	26,000
3	26,000
4	18,972
5	13,633
AVERAGE	22,361

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	33,000
2	30,500
3	30,324
4	22,000
5	21,400
6	20,950
7	19,095
AVERAGE	25,324

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
[illegible]	44,200
[illegible]	41,544
3	33,900
4	33,200
5	33,000
6	32,[illegible]00
7	32,250
8	31,224
9	30,500
AVERAGE	34,735

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	36,500
2	35,500
3	33,600
4	33,000
5	32,268
6	29,000
AVERAGE	33,311

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	43,15[illegible]
2	38,700
3	36,[illegible]00
4	34,000
5	33,000
6	32,100
7	31,500
8	30,[illegible]00
9	28,603
AVERAGE	34,118

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	37,000
2	34,150
3	27,000
4	26,445
5	26,000
6	25,008
7	24,300
8	24,120
9	23,000
10	23,000
AVERAGE	27,002

DEANS (DIRECTORS): EARTH SCIENCES/ NATURAL RESOURCES

RANK	SALARY
1	47,880
2	41,000
3	32,200
AVERAGE	40,360

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	38,500
2	36,700
3	36,000
4	35,436
5	33,500
6	33,000
7	32,550
8	32,500
9	31,250
10	29,000
11	25,000
12	21,480
AVERAGE	32,076

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	59,602
2	44,700
3	41,200
4	40,000
5	38,060
6	34,500
7	34,000
8	33,000
9	28,000
AVERAGE	38,229

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	31,900
2	31,000
3	30,800
4	29,650
5	29,400
6	29,148
AVERAGE	30,300

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	53,732
2	36,000
3	35,000
4	34,500
5	33,600
6	33,000
7	33,000
8	31,500
9	28,896
10	26,500
11	23,450
AVERAGE	33,562

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	38,000
2	33,000
3	32,000
4	27,500
AVERAGE	32,625

DEANS (DIRECTORS): LAW

RANK	SALARY
1	58,520
2	39,500
3	38,004
4	37,000
5	35,800
6	34,056
AVERAGE	40,480

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	60,836
2	32,268
3	29,300
4	28,200
5	28,000
6	27,000
7	23,200
8	23,000
AVERAGE	31,476

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	51,471
2	31,000
3	31,000
AVERAGE	37,824

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	43,000
2	37,052
3	32,000
4	31,050
5	28,668
6	27,300
AVERAGE	32,345

LEGAL COUNSEL

RANK	SALARY
1	40,540
2	27,204
3	22,600
AVERAGE	30,115

REGISTRAR

RANK	SALARY
1	25,075
2	25,000
3	24,852
4	24,400
5	24,400
6	24,000
7	22,884
8	22,000
9	22,000
10	19,341
11	19,048
12	18,200
AVERAGE	22,604

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	32,700
2	31,200
3	30,000
4	29,500
5	28,488
6	28,000
7	28,000
8	25,700
9	25,500
10	25,500
AVERAGE	28,459

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	46,000
2	36,900
3	30,684
4	28,060
5	27,000
6	26,700
7	25,700
8	25,500
9	22,800
10	22,796
11	20,964
AVERAGE	28,419

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- DENVER REGION -

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	29,600
2	24,500
3	23,860
4	22,300
5	22,000
6	20,620
7	20,148
8	18,700
9	18,200
10	17,412
11	15,460
AVERAGE	21,164

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	38,000
2	36,700
3	33,400
4	30,036
5	27,500
AVERAGE	33,127

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- KANSAS CITY REGION -

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The nine participating universities from this region are as follows:

Iowa State University of Science and Technology
Kansas State University
University of Iowa
University of Kansas
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - St. Louis
University of Nebraska
Wichita State University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- KANSAS CITY REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	47,500
2	44,300
3	42,500
4	42,000
AVERAGE	44,075

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	55,000
2	53,000
3	53,000
4	51,000
5	47,000
6	46,000
AVERAGE	50,833

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	49,300
2	46,500
3	43,320
4	42,500
5	41,800
6	40,000
7	39,500
8	35,000
AVERAGE	42,240

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	37,250
2	31,000
3	30,400
4	30,000
AVERAGE	32,163

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	44,700
2	39,700
3	37,250
4	37,000
5	35,000
6	33,480
7	32,000
AVERAGE	36,967

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	35,250
2	28,740
3	27,750
4	27,700
5	25,400
6	23,500
AVERAGE	28,057

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- KANSAS CITY REGION -

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	32,000
2	29,280
3	21,900
4	21,200
5	20,000
6	14,040
AVERAGE	23,053

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	42,600
2	38,500
3	37,440
4	36,750
5	35,500
6	32,900
7	29,000
AVERAGE	36,099

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	29,160
2	29,000
3	28,560
4	25,000
5	24,500
AVERAGE	27,244

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	33,480
2	31,200
3	30,000
4	24,700
5	21,500
6	21,000
AVERAGE	26,988

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	33,750
2	31,140
3	30,000
4	23,900
5	22,800
6	22,000
7	21,372
AVERAGE	26,409

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- KANSAS CITY REGION -

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	40,800
2	38,000
3	36,960
4	34,000
AVERAGE	37,440

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	47,800
2	45,250
3	42,000
4	40,500
AVERAGE	43,888

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	35,750
2	34,500
3	33,800
4	32,300
5	32,293
6	28,000
7	28,000
AVERAGE	32,092

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	37,020
2	30,883
3	29,000
4	18,200
AVERAGE	28,776

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	44,100
2	39,500
3	38,800
4	38,040
5	37,900
6	36,700
7	36,400
8	35,500
AVERAGE	38,368

DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	36,480
2	35,968
3	35,700
AVERAGE	36,049

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- KANSAS CITY REGION -

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	45,700
2	40,000
3	37,000
4	35,280
AVERAGE	39,495

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	40,300
2	40,125
3	37,543
4	35,760
5	33,500
6	33,000
7	32,750
8	32,000
AVERAGE	35,622

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	41,400
2	37,768
3	37,200
4	34,600
5	33,000
6	31,400
7	28,000
8	22,250
AVERAGE	33,202

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	41,700
2	39,700
3	39,218
4	37,900
5	36,200
6	35,900
7	35,760
8	35,500
9	33,200
AVERAGE	37,231

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	45,700
2	42,000
3	40,000
4	39,900
5	37,380
6	36,568
7	35,700
AVERAGE	39,607

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	47,800
2	45,250
3	37,320
4	35,750
5	34,500
6	33,955
7	33,800
8	33,000
AVERAGE	37,672

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- KANSAS CITY REGION -

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	40,300
2	37,218
3	36,000
4	35,760
AVERAGE	37,320

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY
1	37,100
2	35,090
3	33,000
4	32,550
AVERAGE	34,435

DEANS (DIRECTORS): LAW

RANK	SALARY
1	47,000
2	42,000
3	42,000
4	41,500
5	41,000
AVERAGE	42,700

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	40,125
2	35,000
3	28,000
AVERAGE	34,375

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	34,500
2	34,000
3	22,122
AVERAGE	30,207

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	42,000
2	36,000
3	35,000
AVERAGE	37,667

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	42,500
2	39,500
3	38,700
AVERAGE	40,233

LEGAL COUNSEL

RANK	SALARY
1	34,100
2	30,000
3	24,350
AVERAGE	29,483

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- KANSAS CITY REGION -

REGISTRAR

RANK	SALARY
1	32,580
2	31,750
3	29,900
4	27,300
5	27,000
6	25,000
7	22,680
8	22,000
9	20,000
AVERAGE	26,457

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY
1	39,218
2	38,300
3	37,900
4	36,850
5	34,320
6	30,250
7	30,100
8	28,200
9	27,700
AVERAGE	33,315

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	43,080
2	37,740
3	35,600
4	33,325
5	30,500
6	27,900
7	23,100
8	21,652
AVERAGE	31,600

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	29,250
2	28,975
3	23,200
4	22,000
5	21,500
6	20,500
7	19,560
8	17,940
AVERAGE	22,853

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- NEW YORK REGION -

The New York Region as defined by the Equal Employment Opportunity Commission includes the states of New Jersey and New York as well as Puerto Rico and the Virgin Islands. For purposes of this survey, Puerto Rico and the Virgin Islands were not included. The three participating universities from this region are as follows:

Rutgers, The State University
State University of New York - Binghamton
State University of New York - Buffalo

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- NEW YORK REGION -

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	47,900
2	47,750
3	43,000
AVERAGE	46,183

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	45,000
2	42,005
3	40,000
AVERAGE	42,665

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	42,131
2	40,639
3	36,600
AVERAGE	39,790

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	41,970
2	38,934
3	31,250
AVERAGE	37,351

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	41,951
2	37,950
3	36,420
AVERAGE	38,774

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	34,311
2	32,500
3	30,000
AVERAGE	32,270

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	41,534
2	36,700
3	35,610
AVERAGE	37,948

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY
1	41,870
2	36,615
3	29,000
AVERAGE	35,828

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- PHILADELPHIA REGION -

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The six participating universities from this region are as follows:

Indiana University of Pennsylvania
University of Delaware
University of Maryland
University of Virginia
Virginia Polytechnic Institute and State University
West Virginia University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- PHILADELPHIA REGION -

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	48,000
2	48,000
3	43,500
4	39,900
AVERAGE	44,850

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	49,000
2	45,000
3	40,000
4	37,400
AVERAGE	42,850

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	49,000
2	40,000
3	38,390
4	37,500
5	31,900
AVERAGE	41,158

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	45,500
2	37,500
3	31,900
AVERAGE	38,300

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	34,000
2	30,000
3	29,140
4	25,000
AVERAGE	29,535

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	29,950
2	26,600
3	25,000
4	23,508
AVERAGE	26,265

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	46,500
2	38,400
3	37,400
4	35,500
5	34,900
AVERAGE	38,540

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- PHILADELPHIA REGION -

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	31,600
2	28,500
3	27,250
4	24,600
5	23,850
AVERAGE	27,160

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	40,000
2	39,400
3	31,900
AVERAGE	37,100

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	43,000
2	33,000
3	32,500
4	27,100
AVERAGE	33,900

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	26,500
2	22,000
3	20,500
AVERAGE	23,000

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	28,008
2	27,600
3	17,900
AVERAGE	24,503

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	40,000
2	37,500
3	31,900
AVERAGE	36,467

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- PHILADELPHIA REGION -

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	40,000
2	34,500
3	29,000
4	23,800
5	22,200
6	20,004
AVERAGE	28,251

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	35,500
2	31,600
3	28,000
4	24,504
AVERAGE	29,901

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	49,000
2	44,000
3	40,500
4	34,900
5	30,000
AVERAGE	39,680

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	45,000
2	35,500
3	33,500
AVERAGE	38,000

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	43,500
2	40,500
3	35,004
4	34,700
AVERAGE	38,326

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	49,000
2	43,900
3	39,004
4	35,850
5	34,900
6	31,600
AVERAGE	38,659

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	41,000
2	39,000
3	38,500
4	34,008
5	32,100
AVERAGE	36,922

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	43,000
2	38,500
3	38,004
4	35,400
5	33,000
6	27,900
AVERAGE	35,967

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- PHILADELPHIA REGION -

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	49,000
2	43,500
3	40,500
4	37,900
5	37,500
AVERAGE	41,680

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	42,500
2	38,500
3	35,004
4	34,900
5	34,300
AVERAGE	37,041

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	40,500
2	35,150
3	35,000
4	34,900
AVERAGE	36,388

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	37,000
2	35,000
3	32,004
AVERAGE	34,668

REGISTRAR

RANK	SALARY
1	31,800
2	30,750
3	26,508
4	23,000
5	21,500
6	19,800
AVERAGE	25,560

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	36,000
2	34,008
3	32,500
4	32,000
5	31,600
6	30,000
AVERAGE	32,685

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	37,750
2	35,004
3	33,000
4	32,500
5	29,900
6	27,900
AVERAGE	32,676

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	29,100
2	25,800
3	23,000
4	19,300
AVERAGE	24,300

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SAN FRANCISCO REGION -

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The ten participating universities from this region are as follows:

Arizona State University
Northern Arizona University
University of Arizona
University of California - Berkeley
University of California - Davis
University of California - Riverside
University of California - San Diego
University of California - Santa Barbara
University of Hawaii
University of Nevada

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SAN FRANCISCO REGION -

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	57,316
2	57,315
3	55,500
4	53,000
5	53,000
6	52,000
7	52,000
8	50,880
9	42,000
10	38,000
AVERAGE	51,101

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	50,400
2	47,900
3	44,500
4	44,100
5	44,000
6	41,500
7	40,850
8	39,000
9	37,530
AVERAGE	43,306

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	44,000
2	43,150
3	39,250
4	37,250
5	36,795
6	34,900
7	34,000
8	31,000
AVERAGE	37,543

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	35,900
2	25,600
3	24,100
4	23,947
5	23,400
AVERAGE	26,589

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	33,622
2	29,451
3	28,730
4	27,145
5	26,300
AVERAGE	29,050

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SAN FRANCISCO REGION -

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	33,962
2	33,875
3	31,450
4	30,200
5	30,200
6	29,400
7	24,100
AVERAGE	30,345

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	35,000
2	33,803
3	27,432
4	27,200
AVERAGE	30,859

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	43,520
2	42,500
3	40,500
4	40,000
5	36,000
6	35,800
7	35,700
8	35,410
AVERAGE	38,571

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	50,600
2	50,000
3	48,367
4	43,230
5	36,000
AVERAGE	45,519

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	44,900
2	41,051
3	40,240
AVERAGE	42,064

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SAN FRANCISCO REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	36,900
2	36,250
3	34,767
4	29,700
5	27,960
6	27,875
7	15,940
AVERAGE	29,899

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	31,400
2	30,768
3	29,592
4	27,700
5	27,432
6	27,000
7	25,500
8	24,552
9	23,903
AVERAGE	27,539

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY
RELATIONS

RANK	SALARY
1	44,200
2	38,500
3	28,100
AVERAGE	36,933

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	38,700
2	32,023
3	30,768
4	28,100
5	26,892
6	26,400
7	22,200
8	18,612
AVERAGE	27,962

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SAN FRANCISCO REGION -

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	45,476
2	40,500
3	30,600
AVERAGE	38,850

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	39,500
2	36,175
3	32,417
4	31,327
5	29,700
6	24,100
AVERAGE	32,120

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	46,700
2	45,900
3	41,000
4	40,000
5	38,900
6	38,000
7	37,000
8	34,700
AVERAGE	40,188

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	44,500
2	38,350
3	36,438
4	32,500
AVERAGE	37,947

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	45,700
2	44,500
3	43,718
4	39,500
5	37,000
AVERAGE	41,984

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	41,500
2	40,770
3	40,000
4	39,940
5	36,750
6	33,535
AVERAGE	38,749

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SAN FRANCISCO REGION -

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	38,600
2	36,700
3	36,438
4	34,900
5	34,474
6	31,807
7	31,300
8	30,252
9	24,040
AVERAGE	33,168

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	42,700
2	42,024
3	41,000
4	40,900
5	39,500
6	36,700
7	36,500
8	35,855
AVERAGE	39,397

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	42,500
2	41,274
3	40,500
4	40,200
5	39,700
6	38,800
7	34,499
8	34,490
9	33,500
AVERAGE	38,329

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	37,522
2	37,500
3	35,350
4	26,100
AVERAGE	34,118

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	45,400
2	43,200
3	41,524
4	40,500
5	38,000
6	36,155
7	35,000
8	33,800
AVERAGE	39,197

DEANS (DIRECTORS): LAW

RANK	SALARY
1	50,300
2	46,600
3	42,108
4	41,958
5	32,940
AVERAGE	42,781

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SAN FRANCISCO REGION -

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	33,876
2	31,675
3	30,050
AVERAGE	31,867

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	36,396
2	36,061
3	36,000
4	33,826
AVERAGE	35,571

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	41,600
2	35,500
3	32,000
AVERAGE	36,367

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	45,200
2	37,100
3	32,615
AVERAGE	38,305

REGISTRAR

RANK	SALARY
1	32,000
2	31,907
3	30,289
4	30,060
5	29,700
6	26,700
7	25,975
8	21,024
AVERAGE	28,369

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	38,700
2	37,672
3	37,000
4	37,000
5	36,000
6	34,918
7	31,620
8	30,124
AVERAGE	35,367

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SAN FRANCISCO REGION -

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	39,385
2	34,100
3	32,640
4	32,000
5	30,400
6	28,875
7	28,200
8	27,540
AVERAGE	31,643

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	35,000
2	32,100
3	31,100
4	29,200
5	28,514
6	23,760
7	23,394
8	17,175
AVERAGE	27,524

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	43,718
2	39,500
3	31,807
AVERAGE	38,342

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SEATTLE REGION -

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The seven participating universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Idaho
University of Oregon
University of Washington
Washington State University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SEATTLE REGION -

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	60,000
2	56,075
3	51,600
4	48,300
5	48,300
6	40,400
7	37,716
AVERAGE	49,913

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	53,004
2	42,500
3	42,500
4	38,000
5	36,006
6	35,490
AVERAGE	41,250

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	47,508
2	44,500
3	42,460
4	35,490
5	35,000
6	33,000
AVERAGE	39,660

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	30,756
2	28,176
3	25,920
4	24,925
5	24,324
AVERAGE	26,821

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	29,412
2	25,228
3	24,331
4	20,802
AVERAGE	24,943

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SEATTLE REGION -

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	32,500
2	31,416
3	25,550
4	23,520
5	19,200
6	19,140
AVERAGE	25,221

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	36,792
2	34,500
3	32,532
4	31,230
AVERAGE	33,764

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	35,760
2	30,564
3	30,130
4	30,000
5	28,224
6	24,027
AVERAGE	29,784

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	28,812
2	27,060
3	24,924
4	24,255
AVERAGE	26,263

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	30,156
2	28,000
3	26,004
4	25,486
5	17,500
AVERAGE	25,429

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	32,795
2	30,144
3	26,004
4	20,676
AVERAGE	27,405

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SEATTLE REGION -

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	30,395
2	24,600
3	23,690
4	22,920
5	21,840
6	19,692
AVERAGE	23,856

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	47,052
2	43,008
3	34,269
4	32,000
5	24,804
AVERAGE	36,227

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	42,000
2	41,000
3	34,585
AVERAGE	39,195

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	46,092
2	39,600
3	38,992
4	37,440
5	36,400
6	33,250
7	30,336
AVERAGE	37,444

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	42,504
2	27,252
3	25,813
4	20,200
5	16,500
AVERAGE	26,454

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	43,206
2	42,744
3	40,500
4	35,400
5	32,711
6	30,924
AVERAGE	37,581

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	43,500
2	41,000
3	39,000
4	34,431
5	27,420
AVERAGE	37,070

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SEATTLE REGION -

DEANS (DIRECTORS): FORESTRY

RANK	SALARY
1	42,144
2	40,008
3	32,830
AVERAGE	38,327

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	45,492
2	42,994
3	39,394
4	38,000
5	34,500
6	31,900
7	29,808
AVERAGE	37,583

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	38,7[illegible]
2	33,600
3	30,913
AVERAGE	34,738

DEANS (DIRECTORS): LAW

RANK	SALARY
1	45,648
2	42,353
3	34,687
AVERAGE	40,895

LEGAL COUNSEL

RANK	SALARY
1	36,10[illegible]
2	33,[illegible]00
3	31,364
4	30,846
5	26,00[illegible]
6	19,008
AVERAGE	29,223

REGISTRAR

RANK	SALARY
1	30,496
2	29,784
3	24,915
4	24,500
5	24,337
6	23,200
7	22,236
AVERAGE	25,667

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	37,392
2	36,600
3	34,550
4	29,820
AVERAGE	34,591

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	38,856
2	38,313
3	34,000
4	31,500
5	31,359
6	30,171
7	27,972
AVERAGE	33,166

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FIVE UNIVERSITIES IN FORTY-SEVEN STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
- SEATTLE REGION -

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	37,200
2	34,620
3	29,568
4	28,008
5	27,600
6	27,000
7	22,068
AVERAGE	29,438

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	28,872
2	24,468
3	24,468
4	23,659
5	23,292
6	19,215
AVERAGE	23,996

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	39,500
2	37,590
3	35,695
AVERAGE	37,595

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-FOUR UNIVERSITY SYSTEMS IN TWENTY STATES

This table summarizes the data for twenty-four university systems in twenty states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State University and College System
Indiana University System
Louisiana State University System
Massachusetts State College System
Oregon State Higher Education System
Rutgers, The State University System
State University of Florida System
State University of New Hampshire System
Texas A&M University System
University of Arkansas System
University of California System
University of Colorado System
University of Hawaii System
University of Houston System
University of Illinois System
University of Maine System
University of Maryland System
University of Massachusetts System
University of Missouri System
University of Nebraska System
University of North Carolina System
University of South Dakota System
University of Tennessee System
University of Texas System

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-FOUR UNIVERSITY SYSTEMS IN TWENTY STATES

CHIEF EXECUTIVE OFFICER: PRESIDENT/CHANCELLOR

RANK	SALARY
1	66,600
2	63,088
3	62,500
4	62,088
5	61,476
6	60,600
7	58,800
8	56,000
9	55,000
10	54,100
11	52,100
12	50,940
13	50,400
14	50,400
15	49,955
16	49,002
17	47,500
18	47,500
19	46,000
20	45,000
21	43,000
22	42,000
23	41,000
AVERAGE	52,946

ACADEMIC OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	52,000
2	48,500
3	48,000
4	47,508
5	47,000
6	45,200
7	44,600
8	44,500
9	44,000
10	42,995
11	42,482
12	42,000
13	41,250
14	41,000
15	41,000
16	38,500
17	36,000
18	35,000
AVERAGE	43,419

ACADEMIC OFFICERS: DIRECTOR

RANK	SALARY
1	36,500
2	35,000
3	29,430
AVERAGE	33,643

OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT/ VICE CHANCELLOR

RANK	SALARY
1	63,500
2	55,500
3	55,000
4	54,000
5	52,284
6	47,500
7	44,500
8	44,500
9	42,995
10	36,000
AVERAGE	49,578

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG TWENTY-FOUR UNIVERSITY SYSTEMS
IN TWENTY STATES

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	55,925
2	48,000
3	47,000
4	43,600
5	41,160
6	40,745
7	40,650
8	40,635
9	40,000
10	38,000
11	35,000
12	32,000
AVERAGE	41,893

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/
ASST TO THE PRESIDENT/CHANCELLOR

RANK	SALARY
1	37,900
2	35,000
3	34,000
4	31,000
5	30,500
6	29,925
7	29,700
8	27,600
9	25,000
10	23,750
11	22,000
AVERAGE	29,552

FINANCE OR BUSINESS OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	55,925
2	49,836
3	49,500
4	49,000
5	46,000
6	42,000
7	41,000
8	40,166
9	38,000
10	36,000
11	36,000
12	35,000
AVERAGE	41,202

FINANCE OR BUSINESS OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	47,300
2	45,000
3	38,225
4	33,000
5	32,010
6	31,500
7	30,768
8	28,160
9	26,000
10	26,000
11	25,200
12	23,500
AVERAGE	32,222

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-FOUR UNIVERSITY SYSTEMS IN TWENTY STATES

FINANCE OR BUSINESS OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	42,500
2	29,008
3	26,000
4	23,500
5	23,000
AVERAGE	28,602

FINANCE OR BUSINESS OFFICERS: CONTROLLER

RANK	SALARY
1	45,700
2	43,200
3	40,600
4	38,225
5	34,560
6	34,500
7	33,990
8	33,000
9	31,500
10	27,500
11	27,400
12	26,500
13	25,000
14	21,700
AVERAGE	33,098

FINANCE OR BUSINESS OFFICERS: TREASURER

RANK	SALARY
1	43,200
2	37,600
3	36,000
4	33,551
5	31,250
6	23,000
AVERAGE	34,100

PUBLIC RELATIONS OFFICERS: INFORMATION SERVICES: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	44,600
2	40,000
3	27,300
4	27,000
AVERAGE	34,725

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG TWENTY-FOUR UNIVERSITY SYSTEMS
IN TWENTY STATES

PUBLIC RELATIONS OFFICERS:
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	34,548
2	32,750
3	30,450
4	30,443
5	29,300
6	25,356
7	25,200
8	24,000
9	23,600
10	23,100
11	20,116
12	15,000
AVERAGE	26,197

PUBLIC RELATIONS OFFICERS:
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	46,000
2	39,264
3	35,200
4	33,513
5	32,550
6	31,468
7	31,000
8	25,000
AVERAGE	34,249

PUBLIC RELATIONS OFFICERS:
LEGISLATIVE RELATIONS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	41,000
2	38,386
3	36,000
4	34,000
AVERAGE	37,347

PUBLIC RELATIONS OFFICERS:
DEVELOPMENT:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	45,000
2	40,500
3	33,200
AVERAGE	39,400

PUBLIC RELATIONS OFFICERS:
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	25,000
2	22,320
3	21,028
AVERAGE	22,783

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG TWENTY-FOUR UNIVERSITY SYSTEMS
IN TWENTY STATES

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	40,745
2	39,000
3	38,700
4	37,428
5	35,500
AVERAGE	38,275

INSTITUTIONAL RESEARCH OFFICERS: DIRECTOR

RANK	SALARY
1	36,552
2	30,500
3	30,396
4	28,000
5	26,913
6	26,200
7	24,545
8	19,000
AVERAGE	27,763

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: DIRECTOR

RANK	SALARY
1	40,500
2	39,100
3	35,000
4	32,700
5	31,000
6	29,060
7	28,000
8	26,000
9	25,000
10	25,000
11	24,500
12	23,592
13	21,300
AVERAGE	29,289

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-FOUR UNIVERSITY SYSTEMS IN TWENTY STATES

LEGAL COUNSEL

RANK	SALARY
1	50,000
2	49,000
3	47,150
4	45,756
5	44,600
6	42,500
7	42,200
8	38,750
9	36,000
10	35,700
11	35,300
12	34,125
13	31,000
14	31,000
15	30,000
16	28,000
17	28,000
18	17,943
AVERAGE	37,107

SECRETARY TO THE BOARD

RANK	SALARY
1	40,000
2	37,900
3	37,284
4	36,500
5	35,000
6	34,250
7	34,000
8	33,650
9	33,560
10	32,000
11	31,500
12	25,000
13	25,000
14	17,000
15	13,600
AVERAGE	31,083

DIRECTOR OF PERSONNEL

RANK	SALARY
1	38,225
2	36,650
3	34,000
4	33,000
5	32,292
6	30,060
7	30,000
8	30,000
9	27,500
10	27,000
11	25,880
12	25,293
13	24,261
14	24,000
15	22,037
16	21,263
AVERAGE	28,941